

## AWARD RATES OF PAY INDEXES, AUSTRALIA, NOVEMBER 1994

*NOTE: Wage variations from enterprise bargaining awards and agreements are generally excluded from award rates of pay indexes. See paragraph 16 of the Explanatory Notes. Application of the \$8 "safety net" adjustments to the indexes are explained in paragraph 18 of the Explanatory Notes.*

### SUMMARY OF FINDINGS

#### Annual Movements (November 1993 to November 1994)

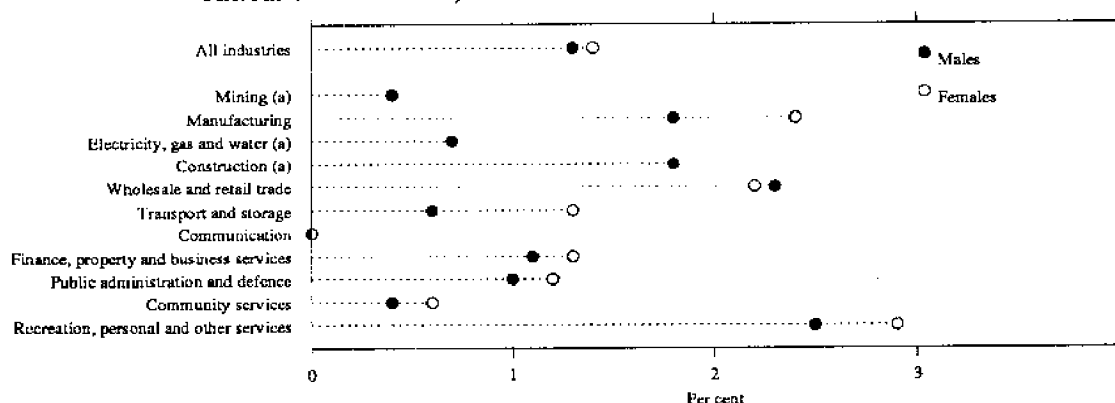
Over the 12 months to November 1994, the weekly award rates of pay index for full-time adult employees rose by 1.3 per cent. For full-time adult males and full-time adult females the indexes rose by 1.3 per cent and 1.4 per cent respectively.

The largest movements over the period for full-time adult females occurred in the Recreation, personal and other services industry (2.9%), and in the Manufacturing industry (2.4%).

For full-time adult males the largest movements occurred in the Recreation, personal and other services industry (2.5%), and in the Wholesale and retail trade industry (2.3%).

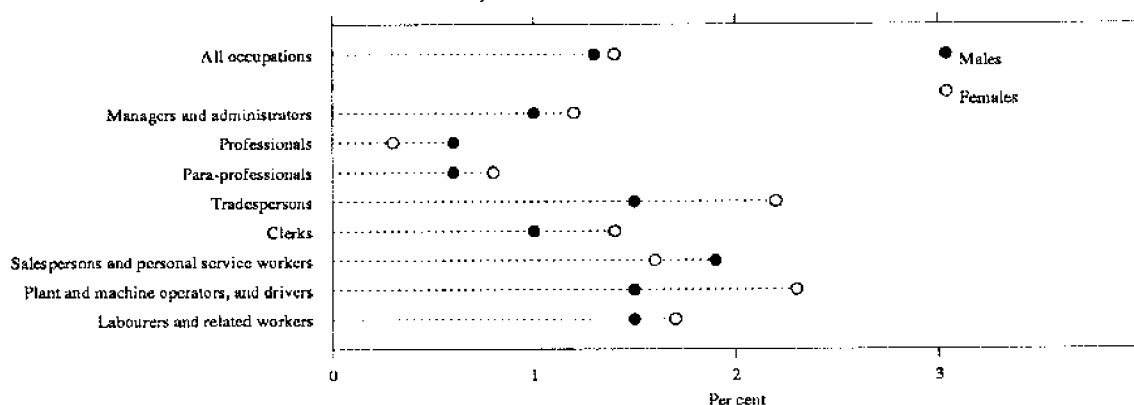
In terms of occupation groups, the largest increases for full-time adult females were for Plant and machine operators, and drivers (2.3%), and for Tradespersons (2.2%). For full-time adult males the largest increase was for Salespersons and personal service workers (1.9%).

INDUSTRIES, FULL-TIME ADULT EMPLOYEES,  
PERCENTAGE CHANGE, TWELVE MONTHS TO NOVEMBER 1994



(a) Data not available for females in these industries.

OCCUPATIONS, FULL-TIME ADULT EMPLOYEES,  
PERCENTAGE CHANGE, TWELVE MONTHS TO NOVEMBER 1994



### INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Bruce McClelland on Canberra (06) 252 6581 or any ABS State office.
- for information about other ABS statistics and services please refer to the back page of this publication.

At the State level, the largest increases in the year to November 1994 for full-time adult females were in the Northern Territory (3.3%), in Queensland and in Western Australia (both 1.6%). For full-time adult males the largest increases were in the Northern Territory (3.0%) and in South Australia (1.6%).

#### Monthly Movements (October 1994 to November 1994)

For the period October 1994 to November 1994 the largest increase was for full-time adult female Tradespersons (0.3%).

At the State level the largest increases occurred for full-time adult males and females in South Australia (both 0.2%).

#### Effects of National Wage Cases

The following graph of monthly changes in the indexes shows a close alignment between National Wage Case decisions and peaks in the indexes. The relatively strong increase in the index in December 1993 resulted, in part, from pay increases to awards which had received the first \$8 "safety net" pay rise.

FULL-TIME ADULT WEEKLY AWARD RATES OF PAY INDEXES, AUSTRALIA  
MONTHLY PERCENTAGE CHANGE, NOVEMBER 1991 TO NOVEMBER 1994

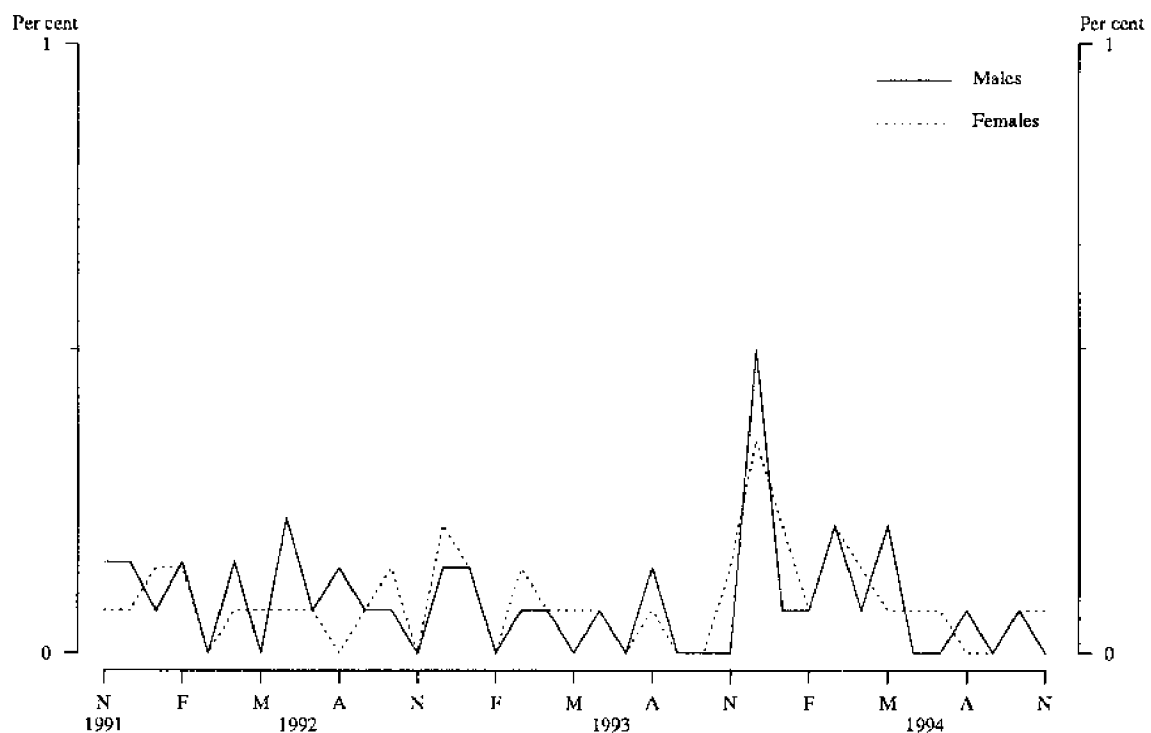


TABLE 1. AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : AUSTRALIA  
BASE : JUNE 1985 = 100.0

Month	Weekly Series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1985 — June	100.0	100.0	100.0	100.0	100.0	100.0
1986 — June	103.8	104.2	104.0	103.9	104.3	104.0
1987 — June	109.7	110.4	109.9	109.8	110.9	110.2
1988 — June	114.8	115.3	114.9	115.0	116.3	115.4
1989 — June	122.4	123.8	122.9	123.0	125.4	123.7
1990 — June	130.3	131.7	130.7	131.0	133.4	131.8
1991 — June	133.4	135.6	134.1	134.5	137.5	135.4
1992 — June	138.0	140.1	138.7	139.1	142.1	140.0
1992 — November	138.5	140.5	139.1	139.6	142.5	140.5
December	138.7	140.8	139.3	139.8	142.9	140.7
1993 — January	138.9	141.0	139.5	140.0	142.9	140.9
February	138.9	141.0	139.6	140.1	142.9	141.0
March	139.0	141.2	139.7	140.2	143.1	141.1
April	139.1	141.3	139.8	140.2	143.3	141.2
May	139.1	141.4	139.8	140.3	143.3	141.2
June	139.2	141.5	139.9	140.3	143.4	141.3
July	139.2	141.5	139.9	140.4	143.5	141.3
August	139.4	141.6	140.1	140.6	143.5	141.5
September	139.4	141.6	140.1	140.6	143.6	141.6
October	139.4	141.6	140.1	140.7	143.6	141.6
November	139.4	141.8	140.2	140.7	143.7	141.6
December	140.1	142.3	140.8	141.4	144.4	142.3
1994 — January	140.2	142.6	140.9	141.5	144.7	142.4
February	140.3	142.7	141.1	141.6	144.8	142.6
March	140.6	143.0	141.4	141.9	145.1	142.9
April	140.7	143.2	141.5	142.0	145.3	143.0
May	141.0	143.3	141.7	142.3	145.4	143.2
June	141.0	143.4	141.8	142.3	145.5	143.3
July	141.0	143.5	141.8	142.3	145.6	143.3
August	141.1	143.5	141.8	142.4	145.6	143.4
September	141.1	143.5	141.9	142.4	145.7	143.4
October	141.2	143.6	141.9	142.5	145.8	143.5
November	141.2	143.7	142.0	142.5	145.8	143.5
<i>Percentage change from corresponding month of previous year</i>						
1993 — November	0.7	0.9	0.8	0.8	0.8	0.8
December	1.0	1.1	1.1	1.1	1.1	1.1
1994 — January	0.9	1.1	1.0	1.1	1.3	1.1
February	1.0	1.2	1.1	1.1	1.3	1.1
March	1.2	1.3	1.2	1.2	1.4	1.3
April	1.2	1.3	1.2	1.3	1.4	1.3
May	1.4	1.3	1.4	1.4	1.5	1.4
June	1.3	1.3	1.4	1.4	1.5	1.4
July	1.3	1.4	1.4	1.4	1.5	1.4
August	1.2	1.3	1.2	1.3	1.5	1.3
September	1.2	1.3	1.3	1.3	1.5	1.3
October	1.3	1.4	1.3	1.3	1.5	1.3
November	1.3	1.4	1.3	1.3	1.5	1.3

**TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : INDUSTRY, AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Industry	1993					1994							
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>MALES</b>													
Mining	142.2	142.3	142.2	142.4	142.5	142.5	142.6	142.6	142.6	142.6	142.7	142.7	142.7
Manufacturing	141.7	142.8	142.9	143.1	143.2	143.4	144.1	144.1	144.1	144.1	144.1	144.2	144.2
Food, beverages and tobacco	138.9	139.7	139.8	140.1	140.2	140.9	141.2	141.2	141.2	141.2	141.2	141.2	141.2
Textiles; Clothing and footwear	151.6	154.1	154.1	154.2	154.3	154.7	154.9	154.9	154.9	154.9	154.9	154.9	154.9
Chemicals, petroleum, coal	136.6	137.1	137.1	137.6	137.9	138.2	138.5	138.5	138.5	138.5	138.5	138.5	138.5
Metal products, machinery and equipment	141.4	142.7	142.7	142.8	142.9	143.0	144.0	144.0	144.0	144.0	144.0	144.0	144.0
Basic metal products	139.0	139.4	139.5	139.5	139.5	139.6	140.0	140.0	140.0	140.0	140.0	140.1	140.1
Fabricated metal products;													
Other machinery and equipment	143.2	145.3	145.4	145.4	145.6	145.6	147.4	147.4	147.4	147.4	147.4	147.4	147.4
Transport equipment	140.9	141.7	141.7	141.7	141.8	141.8	142.4	142.4	142.4	142.4	142.4	142.4	142.4
Other manufacturing(a)	145.1	146.5	146.6	147.0	147.1	147.3	147.6	147.7	147.8	147.8	147.8	147.8	147.8
Construction	137.0	138.0	138.1	138.4	139.0	139.0	139.2	139.3	139.3	139.3	139.3	139.4	139.5
Wholesale and retail trade	145.1	146.6	146.8	147.0	147.3	147.7	147.9	148.1	148.1	148.2	148.4	148.5	148.5
Wholesale trade	142.2	143.5	143.8	144.1	144.2	144.5	144.8	144.9	144.9	145.2	145.4	145.4	145.4
Retail trade	147.7	149.2	149.5	149.7	150.1	150.6	150.7	150.9	150.9	151.0	151.2	151.2	151.2
Transport and storage	137.4	137.8	137.8	137.9	138.1	138.1	138.2	138.2	138.2	138.2	138.2	138.2	138.2
Finance, property and business services	136.6	137.0	137.1	137.2	137.5	137.6	137.6	137.7	137.7	137.7	137.7	138.1	138.1
Community services	138.5	138.6	138.6	138.6	138.8	138.9	138.9	138.9	138.9	139.0	139.0	139.0	139.1
All industries(b)	139.4	140.1	140.2	140.3	140.6	140.7	141.0	141.0	141.0	141.1	141.1	141.2	141.2
<b>FEMALES</b>													
Manufacturing	144.9	146.6	146.9	147.0	147.1	147.6	148.1	148.2	148.3	148.3	148.3	148.3	148.3
Food, beverages and tobacco	138.7	139.7	140.2	140.4	140.5	141.0	141.2	141.3	141.3	141.3	141.3	141.3	141.3
Textiles; Clothing and footwear	152.8	155.0	155.0	155.0	155.1	156.0	156.0	156.0	156.5	156.5	156.5	156.5	156.5
Metal products, machinery and equipment	143.1	145.2	145.6	145.6	145.6	145.7	147.2	147.3	147.3	147.3	147.3	147.3	147.3
Other manufacturing(a)	146.2	147.6	148.1	148.3	148.5	148.7	149.3	149.4	149.5	149.5	149.5	149.5	149.5
Wholesale and retail trade	144.0	144.7	145.6	145.8	146.3	146.7	146.7	147.1	147.1	147.1	147.1	147.1	147.1
Wholesale trade	141.2	142.2	143.2	143.3	143.6	143.8	143.9	144.2	144.2	144.2	144.3	144.3	144.3
Retail trade	145.4	146.1	146.8	147.0	147.7	148.2	148.2	148.6	148.6	148.6	148.6	148.6	148.6
Transport and storage	137.2	137.8	137.9	138.0	138.3	138.3	138.7	138.7	138.7	138.7	138.7	138.9	139.0
Finance, property and business services	137.3	137.8	138.2	138.2	138.3	138.5	138.5	138.7	138.7	138.7	138.7	139.0	139.0
Community services	142.3	142.4	142.4	142.5	142.7	142.7	142.7	142.8	142.8	142.9	143.0	143.1	143.1
All industries(b)	141.8	142.3	142.6	142.7	143.0	143.2	143.3	143.4	143.5	143.5	143.5	143.6	143.7
<b>PERSONS</b>													
Mining	142.0	142.1	142.1	142.4	142.4	142.4	142.5	142.5	142.5	142.6	142.6	142.6	142.7
Manufacturing	142.4	143.7	143.8	144.0	144.1	144.4	145.0	145.0	145.0	145.0	145.1	145.1	145.1
Food, beverages and tobacco	138.9	139.7	139.9	140.2	140.3	140.9	141.2	141.2	141.2	141.2	141.3	141.3	141.3
Textiles; Clothing and footwear	152.4	154.7	154.7	154.8	154.8	155.6	155.6	155.6	155.9	155.9	155.9	155.9	155.9
Chemicals, petroleum, coal	137.4	137.9	138.1	138.6	138.9	139.2	139.5	139.5	139.5	139.6	139.6	139.6	139.6
Metal products, machinery and equipment	141.7	143.1	143.1	143.2	143.3	143.4	144.4	144.5	144.5	144.5	144.5	144.5	144.5
Basic metal products	138.9	139.4	139.4	139.4	139.5	139.6	140.0	140.0	140.0	140.0	140.0	140.1	140.1
Fabricated metal products;													
Other machinery and equipment	143.1	145.2	145.4	145.4	145.6	145.6	147.3	147.4	147.4	147.4	147.4	147.4	147.4
Transport equipment	141.5	142.4	142.4	142.4	142.6	142.6	143.3	143.3	143.3	143.3	143.3	143.3	143.3
Other manufacturing(a)	145.3	146.7	146.9	147.2	147.4	147.5	147.9	148.0	148.0	148.0	148.1	148.1	148.1
Construction	137.0	138.0	138.2	138.5	139.0	139.1	139.3	139.4	139.4	139.4	139.4	139.5	139.5
Wholesale and retail trade	144.7	145.9	146.4	146.6	147.0	147.4	147.5	147.7	147.7	147.8	148.0	148.0	148.0
Wholesale trade	141.9	143.2	143.7	143.9	144.1	144.3	144.5	144.7	144.7	144.9	145.1	145.1	145.1
Retail trade	146.8	148.0	148.5	148.6	149.2	149.7	149.8	150.0	150.0	150.1	150.2	150.2	150.2
Transport and storage	137.4	137.8	137.8	138.0	138.1	138.1	138.2	138.2	138.3	138.3	138.3	138.3	138.3
Finance, property and business services	136.9	137.4	137.6	137.7	137.9	138.0	138.1	138.2	138.2	138.2	138.2	138.5	138.5
Community services	140.5	140.6	140.6	140.7	140.9	140.9	140.9	140.9	141.0	141.0	141.1	141.2	141.2
All industries(b)	140.2	140.8	140.9	141.1	141.4	141.5	141.7	141.8	141.8	141.8	141.9	141.9	142.0

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Occupation	1993		1994										
	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.
<b>MALES</b>													
Managers and administrators	136.1	136.5	136.7	136.8	137.1	137.2	137.3	137.3	137.4	137.4	137.4	137.5	137.5
Para-professionals	138.0	138.2	138.3	138.4	138.5	138.5	138.6	138.6	138.6	138.6	138.6	138.7	138.8
Engineering etc	135.5	135.8	135.9	136.0	136.3	136.3	136.5	136.5	136.5	136.5	136.5	136.5	136.5
Police	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.5	146.9
Other para-professionals	136.2	136.3	136.4	136.5	136.6	136.7	136.7	136.7	136.7	136.8	136.8	136.9	136.9
Tradespersons	140.7	141.7	141.8	141.8	142.1	142.2	142.6	142.7	142.7	142.7	142.7	142.8	142.8
Metal	141.1	142.4	142.4	142.5	142.6	142.7	143.7	143.7	143.7	143.7	143.7	143.7	143.7
Electrical and electronic	136.6	137.0	137.1	137.1	137.3	137.3	137.7	137.7	137.7	137.8	137.8	137.9	137.9
Building	138.6	139.7	139.7	139.8	140.2	140.2	140.3	140.5	140.5	140.5	140.5	140.5	140.6
Vehicle	148.1	149.7	149.7	149.8	150.0	150.1	150.4	150.4	150.4	150.4	150.4	150.5	150.5
Other	141.8	142.8	143.0	143.2	143.6	143.9	144.0	144.0	144.0	144.0	144.1	144.2	144.2
Clerks	137.2	137.5	137.7	137.7	138.1	138.2	138.3	138.3	138.3	138.3	138.3	138.4	138.5
Salespersons and personal service workers	141.6	142.3	142.5	142.8	143.2	143.6	143.7	143.8	143.9	143.9	144.1	144.2	144.3
Labourers and related workers	140.1	141.0	141.1	141.3	141.5	141.7	142.0	142.1	142.1	142.1	142.1	142.2	142.2
Trades assistants and factory hands	141.6	142.7	142.8	143.0	143.2	143.4	143.9	143.9	144.0	144.0	144.0	144.1	144.1
Construction and mining labourers	138.1	138.7	138.7	139.0	139.2	139.2	139.4	139.5	139.5	139.5	139.5	139.5	139.5
Other labourers	139.7	140.4	140.5	140.7	141.0	141.3	141.5	141.5	141.5	141.6	141.6	141.7	141.8
<i>All occupation groups</i>	<i>139.4</i>	<i>140.1</i>	<i>140.2</i>	<i>140.3</i>	<i>140.6</i>	<i>140.7</i>	<i>141.0</i>	<i>141.0</i>	<i>141.0</i>	<i>141.1</i>	<i>141.1</i>	<i>141.2</i>	<i>141.2</i>
<b>FEMALES</b>													
Managers and administrators	141.8	142.1	142.5	142.5	142.8	143.1	143.1	143.2	143.2	143.3	143.3	143.4	143.4
Para-professionals	147.2	147.3	147.3	147.3	147.6	147.6	147.7	147.7	147.7	147.8	148.0	148.3	148.4
Registered nurses	151.6	151.6	151.6	151.6	151.9	152.0	152.0	152.0	152.0	152.1	152.5	153.0	153.0
Other para-professionals	139.4	139.6	139.7	139.7	139.9	140.0	140.0	140.0	140.1	140.1	140.1	140.1	140.2
Tradespersons	143.0	143.7	143.9	144.6	144.9	145.3	145.6	145.6	145.6	145.7	145.7	145.7	146.2
Clerks	139.4	140.0	140.4	140.5	140.9	141.0	141.0	141.2	141.2	141.2	141.2	141.3	141.4
Stenographers	138.1	138.8	139.1	139.2	139.6	139.7	139.7	139.9	140.0	140.0	140.0	140.0	140.1
Receptionists	140.6	141.4	141.8	141.9	142.2	142.4	142.4	142.6	142.7	142.7	142.7	142.8	142.8
Salespersons and personal service workers	144.5	144.9	145.3	145.5	145.9	146.3	146.3	146.5	146.5	146.6	146.6	146.7	146.8
Labourers and related workers	139.5	140.5	140.6	140.7	141.0	141.2	141.7	141.7	141.8	141.9	141.9	141.9	142.0
Trades assistants and factory hands	143.2	145.0	145.1	145.2	145.4	145.7	146.8	146.8	146.9	146.9	146.9	146.9	146.9
Cleaners	131.4	131.6	131.7	131.7	132.1	132.2	132.3	132.3	132.3	132.6	132.6	132.6	132.6
Other labourers	139.5	139.9	140.1	140.2	140.5	140.8	140.9	140.9	141.0	141.1	141.1	141.2	141.3
<i>All occupation groups</i>	<i>141.8</i>	<i>142.3</i>	<i>142.6</i>	<i>142.7</i>	<i>143.0</i>	<i>143.2</i>	<i>143.3</i>	<i>143.4</i>	<i>143.5</i>	<i>143.5</i>	<i>143.5</i>	<i>143.6</i>	<i>143.7</i>
<b>PERSONS</b>													
Managers and administrators	137.3	137.7	137.8	138.0	138.2	138.4	138.5	138.5	138.5	138.6	138.6	138.7	138.7
Para-professionals	140.8	141.0	141.0	141.1	141.3	141.3	141.4	141.4	141.4	141.4	141.5	141.6	141.7
Engineering etc	135.4	135.7	135.8	136.0	136.2	136.2	136.4	136.4	136.4	136.4	136.4	136.4	136.4
Registered nurses	150.6	150.6	150.6	150.7	150.9	151.0	151.0	151.0	151.0	151.1	151.4	151.9	151.9
Police	146.6	146.6	146.6	146.6	146.6	146.6	146.6	146.6	146.6	146.6	146.6	146.6	147.0
Other para-professionals	135.9	136.1	136.2	136.3	136.5	136.5	136.6	136.6	136.6	136.6	136.6	136.7	136.7
Tradespersons	140.8	141.8	141.9	142.0	142.3	142.4	142.9	142.9	142.9	142.9	142.9	143.0	143.0
Metal	141.2	142.5	142.5	142.5	142.7	142.7	143.8	143.8	143.8	143.8	143.8	143.8	143.8
Electrical and electronic	136.8	137.2	137.3	137.3	137.4	137.4	137.8	137.8	137.8	137.9	137.9	138.0	138.0
Building	138.6	139.7	139.8	139.9	140.3	140.3	140.4	140.6	140.6	140.6	140.6	140.6	140.7
Vehicle	148.0	149.6	149.6	149.7	149.9	150.0	150.3	150.3	150.3	150.3	150.3	150.4	150.4
Clerks	138.5	138.9	139.3	139.3	139.7	139.8	139.9	140.0	140.0	140.0	140.0	140.1	140.2
Stenographers	138.0	138.6	138.9	139.0	139.4	139.5	139.5	139.7	139.7	139.7	139.7	139.8	139.8
Receptionists	139.5	140.1	140.5	140.5	140.9	141.1	141.1	141.2	141.3	141.3	141.3	141.4	141.4
Salespersons and personal service workers	143.1	143.6	143.9	144.1	144.5	144.9	145.0	145.1	145.2	145.2	145.4	145.5	145.6
Labourers and related workers	140.0	140.8	140.9	141.1	141.4	141.6	142.0	142.0	142.0	142.1	142.1	142.1	142.2
Trades assistants and factory hands	142.0	143.2	143.3	143.5	143.7	143.9	144.6	144.6	144.6	144.6	144.7	144.7	144.7
Construction and mining labourers	138.2	138.7	138.8	139.0	139.2	139.3	139.5	139.5	139.6	139.6	139.6	139.6	139.6
Cleaners	137.4	137.8	137.8	138.0	138.4	138.7	138.8	138.9	138.9	139.0	139.0	139.1	139.2
Other labourers	139.5	140.2	140.3	140.6	140.9	141.1	141.3	141.3	141.3	141.4	141.4	141.5	141.5
<i>All occupation groups</i>	<i>140.2</i>	<i>140.8</i>	<i>140.9</i>	<i>141.1</i>	<i>141.4</i>	<i>141.5</i>	<i>141.7</i>	<i>141.8</i>	<i>141.8</i>	<i>141.8</i>	<i>141.9</i>	<i>141.9</i>	<i>142.0</i>

TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES  
 FULL-TIME ADULT EMPLOYEES : STATES, TERRITORIES AND AUSTRALIA  
 BASE : JUNE 1985 = 100.0

<i>Month</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
MALES									
1993 —									
November	137.9	140.7	140.0	141.9	138.2	140.2	138.3	139.4	139.4
December	138.5	141.6	140.5	142.8	138.5	140.6	139.9	139.7	140.1
1994 —									
January	138.7	141.6	140.5	142.9	138.7	140.9	140.0	139.8	140.2
February	138.9	141.6	140.6	143.0	139.0	141.1	140.0	139.8	140.3
March	139.0	141.7	141.2	143.3	139.5	141.2	141.9	141.0	140.6
April	139.1	141.9	141.4	143.4	139.6	141.2	142.0	141.0	140.7
May	139.4	142.2	141.6	143.7	139.7	141.2	142.0	141.1	141.0
June	139.4	142.2	141.7	143.8	139.7	141.2	142.0	141.1	141.0
July	139.4	142.3	141.7	143.8	139.7	141.3	142.0	141.1	141.0
August	139.4	142.4	141.7	143.8	139.8	141.3	142.2	141.2	141.1
September	139.4	142.4	141.7	143.8	139.8	141.3	142.2	141.2	141.1
October	139.5	142.5	141.8	143.8	140.0	141.5	142.2	141.2	141.2
November	139.5	142.5	141.8	144.1	140.0	141.5	142.4	141.2	141.2
Annual change (%)	1.1	1.3	1.3	1.6	1.3	0.9	3.0	1.3	1.3
FEMALES									
1993 —									
November	140.8	142.8	141.6	143.6	141.0	141.6	141.6	140.5	141.8
December	141.2	143.7	141.8	144.6	141.3	141.9	142.5	140.9	142.3
1994 —									
January	141.9	143.7	141.8	144.8	141.4	142.0	142.6	140.9	142.6
February	142.0	143.7	141.9	144.9	141.8	142.5	142.8	140.9	142.7
March	142.1	143.8	142.8	145.0	142.2	142.6	145.7	141.8	143.0
April	142.2	144.2	143.0	145.0	142.8	142.6	145.8	141.8	143.2
May	142.3	144.4	143.0	145.2	142.8	142.6	146.0	141.8	143.3
June	142.3	144.4	143.6	145.3	142.8	142.6	146.0	141.8	143.4
July	142.3	144.5	143.7	145.3	142.9	142.7	146.0	141.9	143.5
August	142.3	144.6	143.7	145.3	142.9	142.7	146.1	141.9	143.5
September	142.3	144.7	143.7	145.3	142.9	142.7	146.1	141.9	143.5
October	142.4	144.8	143.9	145.4	143.1	143.0	146.1	142.1	143.6
November	142.4	144.8	143.9	145.7	143.2	143.0	146.3	142.1	143.7
Annual change (%)	1.1	1.4	1.6	1.4	1.6	1.0	3.3	1.1	1.4
PERSONS									
1993 —									
November	138.8	141.4	140.5	142.4	139.0	140.5	139.6	139.8	140.2
December	139.3	142.3	140.9	143.4	139.3	140.9	140.9	140.1	140.8
1994 —									
January	139.7	142.3	140.9	143.4	139.5	141.2	141.1	140.2	140.9
February	139.9	142.3	141.0	143.6	139.8	141.4	141.1	140.2	141.1
March	140.0	142.4	141.7	143.8	140.3	141.6	143.4	141.3	141.4
April	140.1	142.7	141.8	143.8	140.5	141.6	143.6	141.3	141.5
May	140.3	142.9	142.0	144.1	140.6	141.6	143.6	141.3	141.7
June	140.3	143.0	142.2	144.2	140.6	141.6	143.6	141.3	141.8
July	140.3	143.0	142.3	144.2	140.7	141.7	143.6	141.4	141.8
August	140.3	143.1	142.3	144.2	140.7	141.7	143.7	141.4	141.8
September	140.3	143.2	142.3	144.2	140.7	141.7	143.7	141.4	141.9
October	140.4	143.2	142.4	144.3	140.9	141.9	143.8	141.5	141.9
November	140.4	143.3	142.5	144.6	141.0	141.9	144.0	141.5	142.0
Annual change (%)	1.1	1.3	1.4	1.5	1.4	1.0	3.1	1.2	1.3

**TABLE 5. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE NOVEMBER 1993 TO NOVEMBER 1994**  
**BASE : JUNE 1985 = 100.0**

	Annual change (%)								
Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
MALES									
Mining	0.2	0.8	0.5	1.7	0.1	0.0	2.0	..	0.4
Manufacturing	1.7	1.7	2.1	2.0	1.3	1.2	2.4	1.6	1.8
Electricity, gas and water	0.1	0.5	1.7	0.4	2.6	0.3	1.4	1.5	0.7
Construction	1.6	1.6	1.7	3.9	1.2	1.0	3.6	1.7	1.8
Wholesale and retail trade	2.5	2.1	2.5	2.3	1.8	1.9	3.2	2.2	2.3
Transport and storage	0.5	0.8	0.3	0.9	0.5	0.8	0.2	1.5	0.6
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	1.2	1.0	1.5	0.4	0.7	0.3	0.7	0.8	1.1
Public administration and defence(a)	0.3	0.7	0.9	0.9	3.2	1.2	2.8	1.5	1.0
Community services	0.2	0.5	0.5	0.7	0.3	0.9	2.2	0.5	0.4
Recreation, personal and other services	2.8	1.4	0.9	2.7	4.2	2.2	10.3	2.2	2.5
All industries(b)	1.1	1.3	1.3	1.6	1.3	0.9	3.0	1.3	1.3
FEMALES									
Manufacturing	2.3	2.2	2.9	2.6	2.9	2.3	0.3	1.5	2.4
Wholesale and retail trade	2.1	2.0	2.9	1.8	2.4	2.3	4.4	2.0	2.2
Transport and storage	1.4	1.1	1.3	1.0	1.6	1.0	1.4	0.6	1.3
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	1.2	1.1	1.8	1.3	1.3	0.5	2.3	0.4	1.3
Public administration and defence(a)	0.8	1.1	1.1	1.4	1.5	1.1	1.9	1.5	1.2
Community services	0.2	0.7	0.9	0.6	0.7	0.5	3.2	0.5	0.6
Recreation, personal and other services	3.0	1.8	2.2	2.1	5.0	3.0	5.8	2.2	2.9
All industries(b)	1.1	1.4	1.6	1.4	1.6	1.0	3.3	1.1	1.4

(a) Excludes employees in the defence forces. (b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA**  
**ANNUAL PERCENTAGE CHANGE NOVEMBER 1993 TO NOVEMBER 1994**  
**BASE : JUNE 1985 = 100.0**

	Annual change (%)								
Occupation	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
MALES									
Managers and administrators	0.9	1.1	1.0	1.1	0.7	0.8	2.2	1.6	1.0
Professionals	0.4	0.7	0.3	1.0	0.1	0.2	3.4	0.8	0.6
Para-professionals	0.5	0.5	0.6	0.9	0.4	0.4	2.0	0.7	0.6
Tradespersons	1.3	1.5	1.8	1.7	1.5	1.0	3.9	1.5	1.5
Clerks	1.0	0.9	0.8	1.3	0.9	0.6	0.9	1.4	1.0
Salespersons and personal service workers	2.1	1.4	2.0	2.3	2.1	1.9	5.2	2.3	1.9
Plant and machine operators, and drivers	1.2	1.5	1.2	2.1	1.9	1.2	2.2	1.6	1.5
Labourers and related workers	1.4	1.5	1.6	1.5	1.6	1.2	3.7	1.8	1.5
All occupation groups	1.1	1.3	1.3	1.6	1.3	0.9	3.0	1.3	1.3
FEMALES									
Managers and administrators	1.1	1.1	1.5	1.0	1.4	1.0	3.8	1.4	1.2
Professionals	0.2	0.3	0.3	0.2	0.2	0.1	3.9	0.3	0.3
Para-professionals	0.2	1.1	0.9	0.3	0.9	1.3	3.5	1.0	0.8
Tradespersons	1.6	1.5	2.9	2.6	6.8	1.8	1.0	0.9	2.2
Clerks	1.4	1.2	1.7	1.6	1.5	1.0	1.9	1.2	1.4
Salespersons and personal service workers	1.2	1.7	1.7	1.5	2.0	1.7	4.8	2.1	1.6
Plant and machine operators, and drivers	2.3	2.1	2.9	2.7	2.2	2.2	5.8	1.7	2.3
Labourers and related workers	1.4	2.1	1.5	2.1	1.8	1.0	5.2	1.3	1.7
All occupation groups	1.1	1.4	1.6	1.4	1.6	1.0	3.3	1.1	1.4

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry	NSW				Vic.				Qld			
	1993		1994		1993		1994		1993		1994	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	147.4	147.6	147.7	147.7	135.6	136.7	136.7	136.7	144.1	144.8	144.8	144.8
Manufacturing	139.3	141.6	141.6	141.6	143.7	146.2	146.2	146.2	140.3	143.2	143.3	143.3
Food, beverages and tobacco	139.5	141.4	141.4	141.4	137.6	140.0	140.0	140.0	138.7	141.2	141.2	141.2
Textiles; Clothing and footwear	159.5	162.3	162.3	162.3	149.2	152.4	152.4	152.4	149.9	156.7	156.7	156.7
Chemicals, petroleum, coal	132.8	134.9	134.9	134.9	141.0	143.1	143.1	143.1	137.0	138.9	138.9	138.9
Metal products, machinery and equipment	137.9	140.3	140.3	140.3	144.4	147.0	147.0	147.0	143.1	147.0	147.2	147.2
Basic metal products	133.3	134.0	134.0	134.0	148.6	150.5	150.5	150.5	135.1	136.2	136.7	136.7
Fabricated metal products;												
Other machinery and equipment	140.4	144.1	144.1	144.1	145.9	150.5	150.5	150.5	144.5	149.6	149.8	149.8
Transport equipment	138.7	140.5	140.5	140.5	142.0	143.3	143.3	143.3	145.4	147.7	147.7	147.7
Other manufacturing(a)	142.9	146.2	146.2	146.2	150.0	152.5	152.5	152.5	136.4	138.2	138.2	138.2
Construction	134.5	136.6	136.6	136.6	138.1	140.0	140.2	140.2	137.6	139.9	139.9	139.9
Wholesale and retail trade	144.9	148.6	148.6	148.6	147.5	150.5	150.5	150.5	142.0	145.5	145.6	145.6
Wholesale trade	140.7	144.2	144.2	144.2	145.0	147.7	147.7	147.7	139.2	143.4	143.4	143.4
Retail trade	149.5	153.3	153.3	153.3	149.8	153.1	153.1	153.1	143.9	146.9	147.1	147.1
Transport and storage	133.7	134.4	134.4	134.4	137.9	139.0	139.0	139.0	143.3	143.7	143.7	143.7
Finance, property and business services	136.2	137.5	137.8	137.8	137.5	138.3	138.8	138.8	137.0	138.5	139.1	139.1
Community services	137.7	138.0	138.0	138.0	137.8	138.4	138.4	138.5	138.5	138.9	139.0	139.2
All industries(b)	137.9	139.4	139.5	139.5	140.7	142.4	142.5	142.5	140.0	141.7	141.8	141.8
<b>FEMALES</b>												
Manufacturing	142.4	145.7	145.7	145.7	147.4	150.7	150.7	150.7	143.9	148.0	148.0	148.0
Food, beverages and tobacco	137.5	139.6	139.6	139.6	140.3	143.0	143.0	143.0	140.8	144.5	144.5	144.5
Textiles; Clothing and footwear	157.9	161.7	161.7	161.7	150.7	154.2	154.2	154.2	154.9	160.4	160.4	160.4
Metal products, machinery and equipment	139.2	143.1	143.1	143.1	145.7	149.9	149.9	149.9	141.1	144.9	145.2	145.2
Other manufacturing(a)	142.3	146.2	146.2	146.2	151.6	153.9	153.9	153.9	140.1	143.7	143.7	143.7
Wholesale and retail trade	142.3	145.2	145.2	145.2	145.4	148.3	148.3	148.4	144.3	148.4	148.4	148.4
Wholesale trade	139.2	142.1	142.1	142.1	143.3	146.0	146.0	146.0	141.6	145.9	145.9	146.1
Retail trade	145.0	147.9	147.9	147.9	146.5	149.5	149.5	149.5	145.2	149.3	149.3	149.3
Transport and storage	134.2	135.9	136.2	136.2	140.1	141.5	141.6	141.6	138.9	140.3	140.6	140.6
Finance, property and business services	134.4	135.7	136.1	136.1	138.7	139.8	140.2	140.2	140.6	142.8	143.2	143.2
Community services	143.6	143.9	143.9	143.9	142.2	143.2	143.2	143.2	140.1	141.0	141.3	141.3
All industries(b)	140.8	142.3	142.4	142.4	142.8	144.7	144.8	144.8	141.6	143.7	143.9	143.9
<b>PERSONS</b>												
Mining	147.1	147.3	147.4	147.4	135.8	137.0	137.0	137.0	143.9	144.6	144.6	144.6
Manufacturing	139.9	142.5	142.5	142.5	144.7	147.4	147.4	147.4	140.8	143.9	144.0	144.0
Food, beverages and tobacco	139.0	141.0	141.0	141.0	138.1	140.6	140.6	140.6	139.0	141.7	141.8	141.8
Textiles; Clothing and footwear	158.5	161.9	161.9	161.9	150.2	153.6	153.6	153.6	153.3	159.2	159.2	159.2
Chemicals, petroleum, coal	134.2	136.6	136.6	136.6	141.0	143.2	143.2	143.2	137.5	139.8	139.8	139.8
Metal products, machinery and equipment	138.1	140.7	140.7	140.7	144.6	147.5	147.5	147.5	143.0	146.8	147.0	147.0
Basic metal products	133.0	133.7	133.7	133.7	148.4	150.4	150.4	150.4	135.4	136.7	137.2	137.2
Fabricated metal products;												
Other machinery and equipment	140.4	144.3	144.3	144.3	145.8	150.4	150.4	150.4	144.2	149.2	149.4	149.4
Transport equipment	138.7	140.6	140.6	140.6	142.7	144.4	144.5	144.5	145.3	147.7	147.7	147.7
Other manufacturing(a)	142.8	146.2	146.2	146.2	150.3	152.7	152.7	152.7	136.9	138.9	138.9	138.9
Construction	134.7	136.9	136.9	136.9	137.8	139.8	140.0	140.0	137.8	140.1	140.1	140.1
Wholesale and retail trade	144.0	147.4	147.4	147.4	146.8	149.8	149.8	149.8	142.7	146.4	146.5	146.5
Wholesale trade	140.2	143.5	143.5	143.5	144.6	147.3	147.3	147.3	139.8	144.0	144.0	144.0
Retail trade	147.7	151.2	151.2	151.2	148.5	151.7	151.7	151.7	144.4	147.8	147.9	147.9
Transport and storage	133.7	134.6	134.6	134.6	138.2	139.3	139.4	139.4	142.9	143.5	143.5	143.5
Finance, property and business services	135.3	136.7	137.0	137.0	138.1	139.1	139.6	139.6	138.8	140.6	141.1	141.1
Community services	140.9	141.2	141.2	141.2	140.1	140.9	140.9	140.9	139.4	140.0	140.2	140.3
All industries(b)	138.8	140.3	140.4	140.4	141.4	143.2	143.2	143.3	140.5	142.3	142.4	142.5

For footnotes see end of table.



**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	SA				WA				Tas.			
	1993		1994		1993		1994		1993		1994	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	136.7	138.6	138.7	139.0	134.9	134.9	134.9	134.9	137.7	137.7	137.7	137.7
Manufacturing	144.5	147.4	147.4	147.4	140.6	142.4	142.4	142.4	145.5	147.3	147.3	147.3
Food, beverages and tobacco	146.4	149.7	149.7	149.7	136.9	139.1	139.1	139.1	138.1	141.0	141.0	141.0
Textiles; Clothing and footwear	152.8	156.1	156.1	156.1	160.8	163.9	163.9	163.9	148.6	151.7	151.7	151.7
Chemicals, petroleum, coal	151.0	160.1	160.1	160.1	136.1	136.3	136.3	136.3	139.5	139.6	139.6	139.6
Metal products, machinery and equipment	142.6	145.3	145.3	145.3	144.1	144.6	144.6	144.6	143.1	143.8	143.8	143.8
Basic metal products	144.4	147.2	147.2	147.2	145.3	145.3	145.3	145.3	143.2	143.4	143.4	143.4
Fabricated metal products;												
Other machinery and equipment	145.7	150.7	150.8	150.8	145.4	146.5	146.5	146.5	135.7	137.9	137.9	137.9
Transport equipment	139.7	141.0	141.0	141.0	138.2	138.3	138.3	138.3	147.8	152.6	152.6	152.6
Other manufacturing(a)	147.7	150.9	150.9	150.9	140.4	142.8	142.8	142.8	156.6	159.8	159.8	159.8
Construction	139.4	144.1	144.2	144.9	139.5	141.1	141.1	141.1	141.3	142.7	142.7	142.7
Wholesale and retail trade	149.1	152.5	152.5	152.5	141.8	144.3	144.3	144.3	137.3	140.0	140.0	140.0
Wholesale trade	145.2	147.5	147.5	147.5	140.9	143.1	143.1	143.1	137.6	139.7	139.7	139.7
Retail trade	153.3	157.8	157.8	157.8	142.3	145.0	145.0	145.0	137.1	140.2	140.2	140.2
Transport and storage	140.4	141.6	141.6	141.7	138.7	139.4	139.4	139.4	137.8	138.9	138.9	138.9
Finance, property and business services	138.2	138.5	138.8	138.9	134.0	134.8	134.9	134.9	136.8	137.1	137.2	137.2
Community services	140.8	141.1	141.1	141.7	139.0	139.3	139.5	139.5	138.4	139.6	139.7	139.7
All industries(b)	141.9	143.8	143.8	144.1	138.2	139.8	140.0	140.0	140.2	141.3	141.5	141.5
<b>FEMALES</b>												
Manufacturing	144.3	148.0	148.0	148.0	142.2	146.4	146.4	146.4	141.4	144.6	144.6	144.6
Food, beverages and tobacco	138.5	141.2	141.2	141.2	137.0	140.5	140.5	140.5	133.9	137.1	137.1	137.1
Textiles; Clothing and footwear	156.7	161.4	161.4	161.4	157.5	162.1	162.1	162.1	155.0	158.8	158.8	158.8
Metal products, machinery and equipment	146.3	151.3	151.3	151.3	142.9	146.2	146.2	146.2	144.8	150.3	150.3	150.3
Other manufacturing(a)	146.2	149.9	149.9	149.9	141.6	145.7	145.7	145.7	..	..	..	..
Wholesale and retail trade	146.8	149.4	149.4	149.4	145.4	148.8	148.8	148.8	136.2	139.3	139.3	139.3
Wholesale trade	146.9	149.7	149.7	149.7	140.7	144.1	144.1	144.1	137.4	140.6	140.6	140.6
Retail trade	146.8	149.3	149.3	149.3	146.6	150.1	150.1	150.1	135.9	139.1	139.1	139.1
Transport and storage	141.2	142.5	142.5	142.6	140.3	142.5	142.5	142.5	138.2	139.6	139.6	139.6
Finance, property and business services	143.1	144.7	145.0	145.0	136.1	137.5	137.8	137.8	139.4	139.9	140.1	140.1
Community services	143.1	143.3	143.3	143.9	140.8	141.4	141.8	141.8	142.1	142.2	142.7	142.7
All industries(b)	143.6	145.3	145.4	145.7	141.0	142.9	143.1	143.2	141.6	142.7	143.0	143.0
<b>PERSONS</b>												
Mining	138.0	140.0	140.1	140.4	134.8	134.9	134.9	134.9	137.7	137.7	137.7	137.7
Manufacturing	144.5	147.6	147.6	147.6	140.8	143.1	143.1	143.1	145.0	147.0	147.0	147.0
Food, beverages and tobacco	142.8	145.8	145.8	145.8	136.9	139.4	139.4	139.4	137.1	140.1	140.1	140.1
Textiles; Clothing and footwear	155.5	159.9	159.9	159.9	157.7	162.2	162.2	162.2	151.1	154.4	154.4	154.4
Chemicals, petroleum, coal	148.9	154.7	154.7	154.7	136.1	136.4	136.4	136.4	139.5	139.6	139.6	139.6
Metal products, machinery and equipment	143.2	146.2	146.3	146.3	144.0	144.7	144.7	144.7	143.1	143.9	143.9	143.9
Basic metal products	144.7	147.6	147.6	147.6	145.1	145.2	145.2	145.2	143.2	143.4	143.4	143.4
Fabricated metal products;												
Other machinery and equipment	145.9	150.9	151.0	151.0	145.2	146.7	146.7	146.7	135.7	137.9	137.9	137.9
Transport equipment	140.8	142.6	142.6	142.6	138.3	138.5	138.5	138.5	147.3	152.2	152.2	152.2
Other manufacturing(a)	147.4	150.7	150.7	150.7	140.5	143.0	143.0	143.0	156.6	159.8	159.8	159.8
Construction	139.6	144.1	144.1	145.0	139.5	141.2	141.2	141.2	141.3	142.6	142.6	142.6
Wholesale and retail trade	148.3	151.4	151.4	151.4	142.9	145.6	145.6	145.6	136.9	139.7	139.7	139.7
Wholesale trade	145.6	148.0	148.0	148.0	140.8	143.3	143.3	143.3	137.6	139.9	139.9	139.9
Retail trade	150.4	154.1	154.1	154.1	143.7	146.7	146.7	146.7	136.6	139.7	139.7	139.7
Transport and storage	140.5	141.7	141.7	141.8	138.9	139.7	139.7	139.7	137.9	139.0	139.0	139.0
Finance, property and business services	140.7	141.6	141.9	141.9	135.1	136.3	136.5	136.5	137.4	137.8	137.9	137.9
Community services	141.9	142.2	142.2	142.8	140.0	140.4	140.7	140.7	140.3	140.9	141.2	141.2
All industries(b)	142.4	144.2	144.3	144.6	139.0	140.7	140.9	141.0	140.5	141.7	141.9	141.9

For footnotes see end of table.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES: INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE: JUNE 1985 = 100.0**

Industry	NT				ACT				Aust.			
	1993		1994		1993		1994		1993		1994	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	138.5	138.6	138.6	141.3	..	..	..	..	142.2	142.7	142.7	142.7
Manufacturing	140.7	144.1	144.1	144.1	138.5	140.6	140.6	140.6	141.7	144.1	144.2	144.2
Food, beverages and tobacco	146.6	153.3	153.3	153.3	145.7	148.8	148.8	148.8	138.9	141.2	141.2	141.2
Textiles; Clothing and footwear	..	..	..	..	..	..	..	..	151.6	154.9	154.9	154.9
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	136.6	138.5	138.5	138.5
Metal products, machinery and equipment	138.1	139.9	139.9	139.9	138.9	140.9	140.9	140.9	141.4	144.0	144.0	144.0
Basic metal products	135.3	135.3	135.3	135.3	148.8	151.7	151.7	151.7	139.0	140.0	140.1	140.1
Fabricated metal products; Other machinery and equipment	142.9	147.2	147.2	147.2	138.4	140.3	140.3	140.3	143.2	147.4	147.4	147.4
Transport equipment	138.1	141.2	141.2	141.2	147.7	151.9	151.9	151.9	140.9	142.4	142.4	142.4
Other manufacturing(a)	139.7	144.8	144.8	144.8	132.7	135.3	135.3	135.3	145.1	147.8	147.8	147.8
Construction	137.9	142.4	142.4	142.9	137.0	139.3	139.3	139.3	137.0	139.3	139.4	139.5
Wholesale and retail trade	140.8	145.4	145.4	145.4	145.1	148.2	148.2	148.2	145.1	148.4	148.5	148.5
Wholesale trade	141.9	147.8	147.8	147.8	143.2	144.8	144.8	144.8	142.2	145.4	145.4	145.4
Retail trade	140.5	144.5	144.5	144.5	145.8	149.5	149.5	149.5	147.7	151.2	151.2	151.2
Transport and storage	136.2	136.5	136.5	136.5	139.3	141.4	141.4	141.4	137.4	138.2	138.2	138.2
Finance, property and business services	135.4	136.0	136.5	136.5	135.1	135.8	136.2	136.2	136.6	137.7	138.1	138.1
Community services	143.3	146.4	146.4	146.4	141.6	142.3	142.3	142.3	138.5	139.0	139.0	139.1
All industries(b)	138.3	142.2	142.2	142.4	139.4	141.2	141.2	141.2	139.4	141.1	141.2	141.2
<b>FEMALES</b>												
Manufacturing	137.4	137.8	137.8	137.8	140.6	142.7	142.7	142.7	144.9	148.3	148.3	148.3
Food, beverages and tobacco	137.4	137.8	137.8	137.8	148.6	151.7	151.7	151.7	138.7	141.3	141.3	141.3
Textiles; Clothing and footwear	..	..	..	..	154.1	158.9	158.9	158.9	152.8	156.5	156.5	156.5
Metal products, machinery and equipment	..	..	..	..	141.6	143.9	143.9	143.9	143.1	147.3	147.3	147.3
Other manufacturing(a)	..	..	..	..	146.1	149.6	149.6	149.6	146.2	149.5	149.5	149.5
Wholesale and retail trade	143.3	149.0	149.0	149.6	143.5	146.3	146.3	146.3	144.0	147.1	147.1	147.1
Wholesale trade	143.5	150.0	150.0	150.8	145.2	147.9	147.9	147.9	141.2	144.3	144.3	144.3
Retail trade	143.1	148.5	148.5	149.0	143.2	146.1	146.1	146.1	145.4	148.6	148.6	148.6
Transport and storage	141.3	142.7	142.7	143.2	140.4	141.3	141.3	141.3	137.2	138.7	138.9	139.0
Finance, property and business services	139.3	141.9	142.2	142.5	135.9	136.1	136.3	136.3	137.3	138.7	139.0	139.0
Community services	144.8	149.4	149.4	149.4	140.8	141.2	141.5	141.5	142.3	143.0	143.1	143.1
All industries(b)	141.6	146.1	146.1	146.3	140.5	141.9	142.1	142.1	141.8	143.5	143.6	143.7
<b>PERSONS</b>												
Mining	138.8	138.8	138.8	141.5	..	..	..	..	142.0	142.6	142.6	142.7
Manufacturing	140.3	143.2	143.2	143.2	138.9	141.1	141.1	141.1	142.4	145.1	145.1	145.1
Food, beverages and tobacco	143.4	148.0	148.0	148.0	147.7	150.8	150.8	150.8	138.9	141.3	141.3	141.3
Textiles; Clothing and footwear	..	..	..	..	154.1	158.9	158.9	158.9	152.4	155.9	155.9	155.9
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	137.4	139.6	139.6	139.6
Metal products, machinery and equipment	138.1	139.9	139.9	139.9	139.3	141.4	141.4	141.4	141.7	144.5	144.5	144.5
Basic metal products	135.3	135.3	135.3	135.3	148.8	151.7	151.7	151.7	138.9	140.0	140.1	140.1
Fabricated metal products; Other machinery and equipment	142.9	147.2	147.2	147.2	139.0	141.0	141.0	141.0	143.1	147.4	147.4	147.4
Transport equipment	138.1	141.2	141.2	141.2	147.7	151.9	151.9	151.9	141.5	143.3	143.3	143.3
Other manufacturing(a)	139.7	144.8	144.8	144.8	134.5	137.2	137.2	137.2	145.3	148.1	148.1	148.1
Construction	138.0	142.4	142.4	142.9	137.0	139.3	139.3	139.3	137.0	139.4	139.5	139.5
Wholesale and retail trade	141.7	146.7	146.7	146.9	144.5	147.6	147.6	147.6	144.7	148.0	148.0	148.0
Wholesale trade	142.6	148.7	148.7	149.1	143.6	145.4	145.4	145.4	141.9	145.1	145.1	145.1
Retail trade	141.4	145.9	145.9	146.1	144.8	148.2	148.2	148.2	146.8	150.2	150.2	150.2
Transport and storage	137.2	137.7	137.7	137.8	139.4	141.4	141.4	141.4	137.4	138.3	138.3	138.3
Finance, property and business services	137.3	138.8	139.2	139.3	135.6	136.0	136.3	136.3	136.9	138.2	138.5	138.5
Community services	144.2	148.3	148.3	148.3	141.3	141.8	142.0	142.0	140.5	141.1	141.2	141.2
All industries(b)	139.6	143.7	143.8	144.0	139.8	141.4	141.5	141.5	140.2	141.9	141.9	142.0

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 8 . WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Occupation	NSW				Vic.				Qld			
	1993		1994		1993		1994		1993		1994	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Managers and administrators	134.5	135.6	135.7	135.7	138.6	139.9	140.0	140.1	135.0	136.2	136.3	136.4
Para-professionals	135.7	136.4	136.4	136.4	138.9	139.5	139.6	139.6	137.9	138.3	138.4	138.7
Engineering etc	136.4	137.6	137.6	137.6	135.1	136.1	136.1	136.1	134.3	135.1	135.1	135.1
Police	138.6	138.6	138.6	138.6	153.6	153.6	153.6	153.6	143.0	143.0	143.0	145.0
Other para-professionals	134.1	134.6	134.6	134.6	135.2	136.0	136.1	136.1	137.7	138.0	138.2	138.2
Tradespersons	139.3	141.1	141.1	141.1	142.7	144.7	144.8	144.8	140.5	143.0	143.1	143.1
Metal	138.3	140.6	140.6	140.6	143.6	146.6	146.7	146.7	143.2	146.6	146.6	146.6
Electrical and electronic	136.6	137.3	137.3	137.3	137.0	138.2	138.6	138.6	136.3	137.6	137.7	137.7
Building	134.9	136.2	136.2	136.2	141.8	144.1	144.1	144.1	139.2	141.6	141.6	141.6
Vehicle	148.3	150.9	150.9	150.9	150.5	152.9	153.0	153.0	146.2	148.6	148.6	148.6
Other	142.5	144.7	144.7	144.8	143.3	144.8	144.8	144.8	139.1	141.8	141.9	141.9
Clerks	136.3	137.5	137.7	137.7	136.4	137.6	137.7	137.7	138.2	139.2	139.3	139.3
Salespersons and personal service workers	139.9	142.6	142.6	142.8	143.4	145.4	145.4	145.4	140.9	143.6	143.6	143.6
Labourers and related workers	137.4	139.3	139.3	139.3	141.9	143.9	144.0	144.0	142.5	144.7	144.8	144.8
Trades assistants and factory hands	139.1	141.4	141.4	141.4	144.5	146.9	146.9	146.9	141.0	143.6	143.7	143.7
Construction and mining labourers	135.3	136.5	136.5	136.5	139.7	141.3	141.3	141.3	142.0	143.4	143.4	143.4
Other labourers	137.0	138.9	138.9	139.0	139.8	141.7	141.7	141.7	143.6	145.8	146.0	146.0
<i>All occupation groups</i>	<i>137.9</i>	<i>139.4</i>	<i>139.5</i>	<i>139.5</i>	<i>140.7</i>	<i>142.4</i>	<i>142.5</i>	<i>142.5</i>	<i>140.0</i>	<i>141.7</i>	<i>141.8</i>	<i>141.8</i>
<b>FEMALES</b>												
Managers and administrators	139.7	141.1	141.1	141.2	143.1	144.6	144.7	144.7	143.5	145.4	145.7	145.7
Para-professionals	146.5	146.7	146.7	146.7	152.0	153.7	153.7	153.7	142.3	142.7	143.6	143.6
Registered nurses	150.6	150.7	150.7	150.7	159.6	161.8	161.8	161.8	144.2	144.4	145.7	145.7
Other para-professionals	139.6	140.2	140.2	140.2	141.0	141.8	141.8	141.8	137.7	138.4	138.5	138.7
Tradespersons	140.5	142.2	142.2	142.8	143.9	146.1	146.1	146.1	142.7	145.8	145.8	146.8
Clerks	138.9	140.7	140.8	140.8	138.1	139.7	139.8	139.8	140.8	143.2	143.3	143.3
Stenographers	137.9	139.6	139.7	139.7	135.7	137.1	137.1	137.1	139.8	142.4	142.5	142.5
Receptionists	140.3	142.5	142.6	142.6	139.1	141.0	141.1	141.1	141.5	144.2	144.2	144.2
Salespersons and personal service workers	143.7	145.4	145.4	145.5	146.4	148.8	148.9	148.9	144.1	146.3	146.5	146.6
Labourers and related workers	136.3	138.1	138.2	138.2	142.6	145.5	145.6	145.6	140.4	142.5	142.5	142.5
Trades assistants and factory hands	140.4	143.9	144.0	144.0	146.0	149.6	149.6	149.6	141.4	144.8	145.0	145.0
Cleaners	123.9	124.1	124.1	124.2	137.4	139.8	139.8	139.8	139.9	141.4	141.4	141.4
Other labourers	139.4	140.4	140.4	140.4	138.5	140.6	140.8	140.8	140.3	142.0	142.0	142.0
<i>All occupation groups</i>	<i>140.8</i>	<i>142.3</i>	<i>142.4</i>	<i>142.4</i>	<i>142.8</i>	<i>144.7</i>	<i>144.8</i>	<i>144.8</i>	<i>141.6</i>	<i>143.7</i>	<i>143.9</i>	<i>143.9</i>
<b>PERSONS</b>												
Managers and administrators	135.4	136.5	136.6	136.6	139.7	141.1	141.2	141.2	136.6	137.9	138.0	138.1
Para-professionals	138.9	139.4	139.4	139.4	143.2	144.1	144.2	144.2	139.1	139.5	139.8	140.1
Engineering etc	136.3	137.5	137.5	137.5	135.0	135.9	135.9	135.9	134.3	135.0	135.0	135.0
Registered nurses	150.7	150.8	150.8	150.8	155.0	157.1	157.1	157.1	144.8	145.0	146.2	146.2
Police	139.0	139.0	139.0	139.0	154.0	154.0	154.0	154.0	142.9	142.9	142.9	144.9
Other para-professionals	134.1	134.6	134.7	134.7	136.6	137.4	137.5	137.5	136.8	137.2	137.3	137.3
Tradespersons	139.4	141.2	141.2	141.2	142.8	144.9	145.0	145.0	140.7	143.3	143.3	143.4
Metal	138.4	140.7	140.7	140.7	143.7	146.6	146.7	146.7	143.2	146.6	146.6	146.6
Electrical and electronic	136.9	137.5	137.5	137.5	137.0	138.2	138.5	138.5	136.3	137.6	137.8	137.8
Building	135.0	136.2	136.2	136.2	141.8	144.2	144.2	144.2	139.3	141.8	141.8	141.8
Vehicle	148.2	150.8	150.8	150.8	150.1	152.4	152.5	152.5	146.1	148.6	148.6	148.6
Clerks	137.9	139.4	139.5	139.5	137.5	138.8	139.0	139.0	139.7	141.5	141.6	141.6
Stenographers	137.5	139.2	139.3	139.3	135.8	137.2	137.2	137.2	139.4	141.9	141.9	141.9
Receptionists	139.2	141.1	141.1	141.2	138.1	139.7	139.8	139.8	140.4	142.6	142.8	142.8
Salespersons and personal service workers	141.9	144.1	144.1	144.2	144.7	146.9	147.0	147.0	142.5	144.9	145.1	145.1
Labourers and related workers	137.2	139.0	139.0	139.1	142.0	144.3	144.4	144.4	142.1	144.2	144.3	144.3
Trades assistants and factory hands	139.4	142.0	142.0	142.0	144.9	147.6	147.7	147.7	141.0	143.8	143.8	143.8
Construction and mining labourers	135.4	136.6	136.6	136.6	139.7	141.3	141.4	141.4	142.0	143.4	143.4	143.4
Cleaners	131.8	132.5	132.5	132.6	139.9	142.3	142.3	142.3	143.8	145.8	146.1	146.1
Other labourers	137.8	139.6	139.6	139.7	139.2	141.1	141.1	141.2	142.1	144.2	144.3	144.3
<i>All occupation groups</i>	<i>138.8</i>	<i>140.3</i>	<i>140.4</i>	<i>140.4</i>	<i>141.4</i>	<i>143.2</i>	<i>143.2</i>	<i>143.3</i>	<i>140.5</i>	<i>142.3</i>	<i>142.4</i>	<i>142.5</i>

For footnotes see end of table.

**TABLE 8 . WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	SA				WA				Tas.			
	1993		1994		1993		1994		1993		1994	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Managers and administrators	138.5	139.8	139.8	140.1	136.2	137.1	137.2	137.2	133.4	134.3	134.4	134.4
Para-professionals	139.8	140.5	140.5	141.1	140.5	140.9	141.1	141.1	134.9	135.1	135.5	135.5
Engineering etc	136.2	136.7	136.8	137.0	135.4	136.0	136.0	136.0	131.3	131.4	131.4	131.4
Police	148.7	148.7	148.7	150.5	161.2	161.2	161.2	161.2	128.7	128.7	128.7	128.7
Other para-professionals	138.9	139.8	139.8	140.2	136.0	136.5	136.7	136.7	139.8	140.2	141.0	141.0
Tradespersons	143.5	145.9	145.9	146.0	137.7	139.7	139.8	139.8	139.6	140.8	140.9	140.9
Metal	142.6	145.6	145.6	145.6	141.2	141.8	141.8	141.8	140.0	141.7	141.7	141.7
Electrical and electronic	139.8	140.6	140.8	140.8	135.4	137.6	137.7	137.7	131.4	131.5	131.5	131.5
Building	143.4	146.5	146.5	147.0	135.8	137.6	137.7	137.7	144.5	145.8	146.0	146.0
Vehicle	152.5	155.1	155.1	155.1	141.1	141.9	141.9	141.9	141.9	143.2	143.8	143.8
Other	144.2	146.0	146.0	146.1	136.2	140.1	140.6	140.6	146.0	148.3	148.4	148.4
Clerks	138.9	140.2	140.3	140.7	137.2	138.4	138.4	138.4	138.1	138.9	139.0	139.0
Salespersons and personal service workers	145.3	147.8	147.8	148.7	140.8	143.6	143.7	143.7	139.7	142.1	142.3	142.3
Labourers and related workers	142.5	144.6	144.6	144.7	138.6	140.6	140.8	140.8	145.0	146.4	146.7	146.7
Trades assistants and factory hands	144.1	146.9	146.9	146.9	139.7	142.2	142.3	142.3	145.0	146.3	146.5	146.5
Construction and mining labourers	139.8	141.4	141.4	141.5	137.1	138.7	139.1	139.1	148.4	149.0	149.4	149.4
Other labourers	142.0	143.5	143.5	143.8	138.4	140.1	140.4	140.4	143.5	145.3	145.7	145.7
<i>All occupation groups</i>	<i>141.9</i>	<i>143.8</i>	<i>143.8</i>	<i>144.1</i>	<i>138.2</i>	<i>139.8</i>	<i>140.0</i>	<i>140.0</i>	<i>140.2</i>	<i>141.3</i>	<i>141.5</i>	<i>141.5</i>
<b>FEMALES</b>												
Managers and administrators	143.6	144.8	144.9	145.0	144.0	145.7	146.0	146.0	139.7	140.7	141.0	141.0
Para-professionals	146.4	146.7	146.7	146.9	144.3	144.7	145.6	145.6	149.0	149.1	150.9	150.9
Registered nurses	148.7	148.7	148.7	148.7	149.4	149.9	151.1	151.1	155.8	155.8	158.4	158.4
Other para-professionals	142.5	143.2	143.2	143.8	133.4	133.8	133.9	133.9	134.9	135.2	135.4	135.4
Tradespersons	148.1	151.6	151.6	151.9	151.0	159.9	159.9	161.3	136.7	139.2	139.2	139.2
Clerks	142.3	144.2	144.3	144.6	139.1	141.0	141.1	141.1	141.2	142.5	142.6	142.6
Stenographers	144.8	147.1	147.1	147.3	136.7	138.4	138.4	138.4	139.4	140.3	140.3	140.3
Receptionists	142.8	144.8	144.9	145.2	140.1	142.0	142.1	142.1	150.0	152.6	152.8	152.8
Salespersons and personal service workers	145.5	147.3	147.3	147.6	144.7	147.2	147.6	147.6	140.4	142.4	142.8	142.8
Labourers and related workers	142.6	145.1	145.1	145.6	138.3	140.7	140.8	140.8	138.8	140.2	140.3	140.3
Trades assistants and factory hands	145.4	150.2	150.2	150.2	141.0	144.3	144.3	144.3	137.5	140.5	140.5	140.5
Cleaners	139.0	140.0	140.0	140.7	133.9	136.1	136.2	136.2	138.4	139.2	139.3	139.3
Other labourers	141.3	142.3	142.3	143.1	139.1	141.4	141.5	141.5	139.4	140.5	140.7	140.7
<i>All occupation groups</i>	<i>143.6</i>	<i>145.3</i>	<i>145.4</i>	<i>145.7</i>	<i>141.0</i>	<i>142.9</i>	<i>143.1</i>	<i>143.2</i>	<i>141.6</i>	<i>142.7</i>	<i>143.0</i>	<i>143.0</i>
<b>PERSONS</b>												
Managers and administrators	139.9	141.1	141.1	141.3	138.3	139.5	139.6	139.6	134.4	135.3	135.4	135.4
Para-professionals	141.4	141.9	141.9	142.5	142.0	142.4	142.8	142.8	138.8	139.0	139.7	139.7
Engineering etc	136.3	136.8	136.8	137.1	135.2	135.8	135.8	135.8	131.4	131.5	131.5	131.5
Registered nurses	148.6	148.6	148.6	148.6	148.4	148.8	150.0	150.0	156.2	156.2	158.7	158.7
Police	148.7	148.7	148.7	150.5	161.2	161.2	161.2	161.2	128.8	128.8	128.8	128.8
Other para-professionals	139.0	139.9	139.9	140.3	134.6	135.1	135.3	135.3	135.7	136.3	136.6	136.6
Tradespersons	143.7	146.1	146.1	146.2	138.6	141.1	141.2	141.3	139.5	140.7	140.9	140.9
Metal	142.6	145.8	145.8	145.8	141.2	141.8	141.8	141.8	139.8	141.5	141.5	141.5
Electrical and electronic	139.8	140.6	140.7	140.8	135.4	137.6	137.7	137.7	131.4	131.6	131.6	131.6
Building	143.6	146.8	146.8	147.3	135.9	137.7	137.7	137.7	144.5	145.8	146.0	146.0
Vehicle	152.5	155.1	155.1	155.2	141.1	141.9	141.9	141.9	141.9	143.2	143.8	143.8
Clerks	140.8	142.4	142.5	142.9	138.2	139.8	139.9	139.9	139.6	140.6	140.7	140.7
Stenographers	144.0	146.4	146.4	146.5	136.8	138.5	138.5	138.5	139.2	140.0	140.0	140.0
Receptionists	141.4	143.3	143.4	143.8	139.2	140.9	141.0	141.0	145.4	147.3	147.5	147.5
Salespersons and personal service workers	145.4	147.5	147.6	148.2	142.9	145.5	145.8	145.8	140.0	142.2	142.5	142.5
Labourers and related workers	142.5	144.7	144.7	144.9	138.5	140.6	140.8	140.8	143.7	145.0	145.3	145.3
Trades assistants and factory hands	144.4	147.7	147.7	147.7	139.9	142.4	142.5	142.5	144.1	145.6	145.7	145.7
Construction and mining labourers	139.4	141.0	141.0	141.1	137.0	138.7	139.1	139.1	147.8	148.5	148.9	148.9
Cleaners	141.2	142.5	142.5	142.9	136.5	138.3	139.0	139.0	142.3	143.8	143.9	143.9
Other labourers	141.8	143.2	143.2	143.6	138.6	140.5	140.6	140.6	142.1	143.6	144.0	144.0
<i>All occupation groups</i>	<i>142.4</i>	<i>144.2</i>	<i>144.3</i>	<i>144.6</i>	<i>139.0</i>	<i>140.7</i>	<i>140.9</i>	<i>141.0</i>	<i>140.5</i>	<i>141.7</i>	<i>141.9</i>	<i>141.9</i>

For footnotes see end of table.

**TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	NT				ACT				Aust.			
	1993		1994		1993		1994		1993		1994	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Managers and administrators	137.7	140.6	140.6	140.7	137.3	139.5	139.5	139.5	136.1	137.4	137.5	137.5
Para-professionals	141.3	144.0	144.0	144.1	143.5	144.4	144.5	144.5	138.0	138.6	138.7	138.8
Engineering etc	132.5	136.7	136.7	136.7	136.8	138.5	138.5	138.5	135.5	136.5	136.5	136.5
Police	151.9	151.9	151.9	151.9	152.3	152.3	152.3	152.3	146.5	146.5	146.5	146.9
Other para-professionals	139.3	144.7	144.7	144.7	140.4	141.6	141.8	141.8	136.2	136.8	136.9	136.9
Tradespersons	137.9	143.2	143.2	143.3	141.3	143.5	143.5	143.5	140.7	142.7	142.8	142.8
Metal	140.1	144.8	144.8	144.8	140.4	142.6	142.6	142.6	141.1	143.7	143.7	143.7
Electrical and electronic	136.1	141.1	141.1	141.2	139.3	140.3	140.3	140.3	136.6	137.8	137.9	137.9
Building	136.8	139.2	139.2	140.3	136.4	138.5	138.5	138.5	138.6	140.5	140.5	140.6
Vehicle	139.8	143.7	143.7	143.7	151.8	154.5	154.5	154.5	148.1	150.4	150.5	150.5
Other	135.3	145.8	145.8	145.8	139.7	142.2	142.2	142.2	141.8	144.1	144.2	144.2
Clerks	138.0	139.1	139.2	139.2	138.5	140.4	140.4	140.4	137.2	138.3	138.4	138.5
Salespersons and personal service workers	140.0	147.3	147.3	147.3	141.0	144.2	144.3	144.3	141.6	144.1	144.2	144.3
Labourers and related workers	137.8	142.5	142.5	143.0	136.5	139.0	139.0	139.0	140.1	142.1	142.2	142.2
Trades assistants and factory hands	138.9	141.7	141.7	142.4	137.2	139.7	139.7	139.7	141.6	144.0	144.1	144.1
Construction and mining labourers	137.2	139.7	139.7	140.6	134.6	137.1	137.1	137.1	138.1	139.5	139.5	139.5
Other labourers	137.7	144.7	144.7	144.8	137.3	139.7	139.7	139.7	139.7	141.6	141.7	141.8
<i>All occupation groups</i>	<i>138.3</i>	<i>142.2</i>	<i>142.2</i>	<i>142.4</i>	<i>139.4</i>	<i>141.2</i>	<i>141.2</i>	<i>141.2</i>	<i>139.4</i>	<i>141.1</i>	<i>141.2</i>	<i>141.2</i>
<b>FEMALES</b>												
Managers and administrators	143.8	149.1	149.1	149.2	135.3	137.0	137.2	137.2	141.8	143.3	143.4	143.4
Para-professionals	149.3	154.5	154.5	154.5	151.0	151.4	152.6	152.6	147.2	148.0	148.3	148.4
Registered nurses	150.2	156.2	156.2	156.2	158.5	158.5	161.1	161.1	151.6	152.5	153.0	153.0
Other para-professionals	146.6	149.0	149.0	149.0	144.3	144.9	145.0	145.0	139.4	140.1	140.1	140.2
Tradespersons	134.3	135.3	135.3	135.6	141.0	142.3	142.3	142.3	143.0	145.7	145.7	146.2
Clerks	139.7	142.1	142.1	142.4	139.7	141.3	141.4	141.4	139.4	141.2	141.3	141.4
Stenographers	139.9	143.6	143.6	144.4	141.8	143.6	143.6	143.6	138.1	140.0	140.0	140.1
Receptionists	142.0	144.0	144.0	144.3	138.5	140.0	140.0	140.0	140.6	142.7	142.8	142.8
Salespersons and personal service workers	141.1	147.8	147.8	147.8	145.9	148.5	148.9	148.9	144.5	146.6	146.7	146.8
Labourers and related workers	137.0	144.1	144.1	144.2	140.9	142.7	142.8	142.8	139.5	141.9	141.9	142.0
Trades assistants and factory hands	140.0	142.6	142.6	144.2	142.7	145.2	145.2	145.2	143.2	146.9	146.9	146.9
Cleaners	134.1	141.6	141.6	141.6	132.5	132.5	132.5	132.5	131.4	132.6	132.6	132.6
Other labourers	138.3	145.6	145.6	145.6	146.0	148.1	148.2	148.2	139.5	141.1	141.2	141.3
<i>All occupation groups</i>	<i>141.6</i>	<i>146.1</i>	<i>146.1</i>	<i>146.3</i>	<i>140.5</i>	<i>141.9</i>	<i>142.1</i>	<i>142.1</i>	<i>141.8</i>	<i>143.5</i>	<i>143.6</i>	<i>143.7</i>
<b>PERSONS</b>												
Managers and administrators	138.8	142.1	142.1	142.2	137.1	139.3	139.3	139.3	137.3	138.6	138.7	138.7
Para-professionals	144.8	148.6	148.6	148.7	145.4	146.2	146.6	146.6	140.8	141.5	141.6	141.7
Engineering etc	132.6	136.9	136.9	136.9	136.7	138.5	138.5	138.5	135.4	136.4	136.4	136.4
Registered nurses	150.3	156.3	156.3	156.3	160.1	160.1	162.7	162.7	150.6	151.4	151.9	151.9
Police	152.1	152.1	152.1	152.1	152.4	152.4	152.4	152.4	146.6	146.6	146.6	147.0
Other para-professionals	140.1	144.9	144.9	144.9	138.7	139.9	139.9	139.9	135.9	136.6	136.7	136.7
Tradespersons	137.9	143.1	143.1	143.2	141.3	143.4	143.4	143.4	140.8	142.9	143.0	143.0
Metal	140.1	144.8	144.8	144.8	140.4	142.7	142.7	142.7	141.2	143.8	143.8	143.8
Electrical and electronic	136.0	140.9	140.9	140.9	139.4	140.3	140.3	140.3	136.8	137.9	138.0	138.0
Building	136.8	139.2	139.2	140.3	136.4	138.5	138.5	138.5	138.6	140.6	140.6	140.7
Vehicle	139.8	143.7	143.7	143.7	151.6	154.4	154.4	154.4	148.0	150.3	150.4	150.4
Clerks	139.2	141.2	141.2	141.4	139.1	140.9	140.9	140.9	138.5	140.0	140.1	140.2
Stenographers	139.8	143.3	143.3	144.0	141.4	143.2	143.2	143.2	138.0	139.7	139.8	139.8
Receptionists	140.9	142.7	142.7	142.9	138.7	140.4	140.4	140.4	139.5	141.3	141.4	141.4
Salespersons and personal service workers	140.9	147.7	147.7	147.7	143.2	146.1	146.4	146.4	143.1	145.4	145.5	145.6
Labourers and related workers	137.6	143.1	143.1	143.4	136.9	139.3	139.3	139.3	140.0	142.1	142.1	142.2
Trades assistants and factory hands	139.1	141.8	141.8	142.6	138.1	140.5	140.5	140.5	142.0	144.7	144.7	144.7
Construction and mining labourers	137.3	139.9	139.9	140.8	134.6	137.1	137.1	137.1	138.2	139.6	139.6	139.6
Cleaners	135.3	142.0	142.0	142.2	134.2	136.2	136.2	136.2	137.4	139.0	139.1	139.2
Other labourers	138.0	145.4	145.4	145.4	140.3	142.7	142.7	142.7	139.5	141.4	141.5	141.5
<i>All occupation groups</i>	<i>139.6</i>	<i>143.7</i>	<i>143.8</i>	<i>144.0</i>	<i>139.8</i>	<i>141.4</i>	<i>141.5</i>	<i>141.5</i>	<i>140.2</i>	<i>141.9</i>	<i>141.9</i>	<i>142.0</i>

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry	NSW				Vic.				Qld			
	1993		1994		1993		1994		1993		1994	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	147.5	147.7	147.8	147.7	136.7	137.8	137.8	137.8	144.7	145.4	145.4	145.4
Manufacturing	140.5	142.9	142.9	142.9	144.9	147.4	147.4	147.4	143.4	146.3	146.4	146.4
Food, beverages and tobacco	141.0	142.9	142.9	142.9	140.3	142.7	142.7	142.7	141.8	144.4	144.4	144.4
Textiles; Clothing and footwear	159.8	162.6	162.6	162.6	149.8	152.9	152.9	152.9	151.4	158.2	158.2	158.2
Chemicals, petroleum, coal	134.7	136.8	136.8	136.8	141.7	143.7	143.7	143.7	138.2	140.1	140.1	140.1
Metal products, machinery and equipment	138.4	140.8	140.8	140.8	144.7	147.3	147.3	147.3	145.5	149.4	149.6	149.6
Basic metal products	133.5	134.1	134.1	134.1	148.9	150.8	150.8	150.8	136.7	137.9	138.4	138.4
Fabricated metal products; Other machinery and equipment	140.9	144.6	144.6	144.6	146.4	151.0	151.0	151.0	146.2	151.4	151.6	151.6
Transport equipment	139.3	141.2	141.2	141.2	142.2	143.5	143.5	143.5	150.0	152.3	152.3	152.3
Other manufacturing(a)	143.3	146.6	146.6	146.6	150.5	152.9	152.9	152.9	142.1	144.0	144.0	144.0
Construction	134.7	136.8	136.8	136.8	138.3	140.2	140.4	140.4	140.3	142.7	142.7	142.7
Wholesale and retail trade	148.6	152.4	152.4	152.4	150.3	153.4	153.4	153.4	146.4	150.1	150.2	150.2
Wholesale trade	143.4	147.1	147.1	147.1	147.2	149.9	149.9	149.9	142.0	146.7	146.7	146.7
Retail trade	154.2	158.1	158.1	158.1	153.2	156.6	156.6	156.6	149.3	152.5	152.6	152.6
Transport and storage	134.5	135.4	135.4	135.4	138.2	139.2	139.2	139.2	148.6	149.1	149.1	149.1
Finance, property and business services	137.8	139.2	139.5	139.5	138.6	139.5	140.0	140.0	138.4	139.9	140.5	140.5
Community services	137.3	137.5	137.5	137.5	138.0	138.5	138.5	138.6	140.1	140.5	140.6	140.8
All industries(b)	138.9	140.5	140.5	140.5	141.7	143.4	143.5	143.5	142.6	144.4	144.5	144.6
<b>FEMALES</b>												
Manufacturing	145.1	148.4	148.4	148.4	149.1	152.4	152.4	152.4	147.7	151.9	151.9	151.9
Food, beverages and tobacco	139.1	141.3	141.3	141.3	143.7	146.5	146.5	146.5	145.2	149.0	149.0	149.0
Textiles; Clothing and footwear	158.2	162.0	162.0	162.0	151.3	154.7	154.7	154.7	155.5	161.1	161.1	161.1
Metal products, machinery and equipment	141.9	145.8	145.8	145.8	147.7	151.9	151.9	151.9	146.4	150.4	150.7	150.7
Other manufacturing(a)	145.4	149.3	149.3	149.3	153.4	155.7	155.7	155.7	146.6	150.4	150.4	150.4
Wholesale and retail trade	146.0	149.0	149.0	149.0	149.6	152.6	152.6	152.7	151.1	155.4	155.4	155.5
Wholesale trade	143.7	146.7	146.7	146.7	148.8	151.7	151.7	151.7	148.3	152.8	152.8	153.0
Retail trade	147.9	150.9	150.9	150.9	150.0	153.1	153.1	153.1	152.0	156.3	156.3	156.3
Transport and storage	135.1	137.3	137.6	137.6	143.7	145.2	145.3	145.3	141.1	142.6	142.9	142.9
Finance, property and business services	141.3	142.9	143.3	143.3	140.8	142.0	142.4	142.4	144.6	146.8	147.2	147.2
Community services	144.0	144.3	144.3	144.3	141.6	142.7	142.7	142.7	141.7	143.2	143.5	143.5
All industries(b)	143.1	144.7	144.8	144.8	144.1	146.1	146.2	146.2	144.4	146.8	147.0	147.0
<b>PERSONS</b>												
Mining	147.2	147.5	147.5	147.5	137.1	138.3	138.3	138.3	144.5	145.3	145.3	145.3
Manufacturing	141.4	144.0	144.0	144.0	146.0	148.7	148.7	148.7	144.0	147.2	147.3	147.3
Food, beverages and tobacco	140.5	142.5	142.5	142.5	140.9	143.4	143.4	143.4	142.4	145.2	145.2	145.2
Textiles; Clothing and footwear	158.8	162.2	162.2	162.2	150.8	154.1	154.1	154.1	154.2	160.2	160.2	160.2
Chemicals, petroleum, coal	137.5	139.9	139.9	139.9	141.9	144.2	144.2	144.2	139.6	141.9	141.9	141.9
Metal products, machinery and equipment	138.8	141.5	141.5	141.5	145.2	148.2	148.2	148.2	145.6	149.4	149.6	149.6
Basic metal products	133.2	133.9	133.9	133.9	149.0	151.0	151.0	151.0	137.4	138.7	139.2	139.2
Fabricated metal products; Other machinery and equipment	141.4	145.3	145.3	145.3	146.8	151.4	151.4	151.4	146.2	151.3	151.5	151.5
Transport equipment	139.5	141.4	141.4	141.4	143.1	144.8	144.8	144.8	149.9	152.3	152.3	152.3
Other manufacturing(a)	143.7	147.2	147.2	147.2	151.0	153.4	153.4	153.4	142.7	144.8	144.8	144.8
Construction	135.2	137.4	137.4	137.4	138.2	140.1	140.3	140.3	140.6	143.0	143.0	143.0
Wholesale and retail trade	147.7	151.1	151.1	151.2	150.1	153.1	153.1	153.1	147.9	151.8	151.9	151.9
Wholesale trade	143.5	146.9	147.0	147.0	147.6	150.4	150.4	150.4	143.4	148.1	148.1	148.1
Retail trade	151.7	155.3	155.3	155.3	152.0	155.3	155.3	155.3	150.3	153.9	154.0	154.0
Transport and storage	134.6	135.6	135.7	135.7	138.9	140.0	140.1	140.1	148.1	148.6	148.7	148.7
Finance, property and business services	139.4	140.9	141.2	141.2	139.8	140.8	141.3	141.3	141.4	143.3	143.7	143.7
Community services	141.0	141.3	141.3	141.3	139.9	140.7	140.7	140.8	141.0	141.9	142.1	142.3
All industries(b)	140.2	141.8	141.8	141.8	142.5	144.3	144.4	144.4	143.2	145.1	145.3	145.3

For footnotes see end of table.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	SA				WA				Tas.			
	1993		1994		1993		1994		1993		1994	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	136.9	138.8	138.8	139.1	135.1	135.2	135.2	135.2	139.0	139.0	139.0	139.0
Manufacturing	145.1	148.0	148.0	148.0	141.1	143.4	143.4	143.4	146.7	148.5	148.5	148.5
Food, beverages and tobacco	147.8	151.2	151.2	151.2	138.1	140.7	140.7	140.7	142.5	145.5	145.5	145.5
Textiles; Clothing and footwear	155.1	158.4	158.4	158.4	160.8	163.9	163.9	163.9	148.7	151.8	151.8	151.8
Chemicals, petroleum, coal	151.0	160.1	160.1	160.1	136.1	136.3	136.3	136.3	139.7	139.8	139.8	139.8
Metal products, machinery and equipment	142.7	145.4	145.4	145.4	144.2	144.7	144.7	144.7	143.2	144.0	144.0	144.0
Basic metal products	144.7	147.5	147.5	147.5	145.3	145.3	145.3	145.3	143.2	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	145.8	150.8	150.9	150.9	145.7	146.9	146.9	146.9	135.7	137.9	137.9	137.9
Transport equipment	139.7	141.0	141.0	141.0	138.3	138.4	138.4	138.4	149.7	154.5	154.5	154.5
Other manufacturing(a)	147.9	151.1	151.1	151.1	140.5	143.9	143.9	143.9	156.8	160.0	160.0	160.0
Construction	140.5	145.2	145.2	146.0	139.9	141.5	141.5	141.5	141.6	142.9	142.9	142.9
Wholesale and retail trade	152.8	156.3	156.3	156.3	144.4	147.3	147.3	147.3	142.0	144.7	144.7	144.7
Wholesale trade	147.7	150.1	150.1	150.1	142.7	145.0	145.0	145.0	139.7	141.8	141.8	141.8
Retail trade	158.3	162.9	162.9	162.9	145.3	148.6	148.6	148.6	143.6	146.8	146.8	146.8
Transport and storage	140.6	141.8	141.8	141.8	139.1	139.8	139.8	139.8	138.3	139.4	139.4	139.4
Finance, property and business services	139.0	139.3	139.6	139.7	134.5	135.2	135.4	135.4	136.8	137.1	137.2	137.2
Community services	142.0	142.3	142.3	143.0	140.4	140.9	141.1	141.1	139.1	140.3	140.3	140.3
All industries(b)	142.9	144.9	144.9	145.2	139.0	140.7	141.0	141.0	141.3	142.4	142.6	142.6
<b>FEMALES</b>												
Manufacturing	147.0	150.7	150.7	150.7	144.2	148.4	148.4	148.4	145.7	148.9	148.9	148.9
Food, beverages and tobacco	144.2	146.9	146.9	146.9	138.0	141.5	141.5	141.5	141.0	144.3	144.3	144.3
Textiles; Clothing and footwear	156.8	161.5	161.5	161.5	157.5	162.1	162.1	162.1	155.1	158.8	158.8	158.8
Metal products, machinery and equipment	147.1	152.1	152.1	152.1	145.9	149.2	149.2	149.2	144.8	150.3	150.3	150.3
Other manufacturing(a)	147.6	151.4	151.4	151.4	146.2	150.4	150.4	150.4	..	..	..	..
Wholesale and retail trade	153.2	156.0	156.0	156.0	151.1	155.1	155.1	155.1	142.7	146.0	146.0	146.0
Wholesale trade	153.7	156.7	156.7	156.7	146.6	150.1	150.1	150.1	141.0	144.3	144.3	144.3
Retail trade	153.0	155.7	155.7	155.7	152.4	156.5	156.5	156.5	143.1	146.4	146.4	146.4
Transport and storage	142.7	144.0	144.0	144.1	143.7	146.0	146.0	146.0	145.2	146.6	146.6	146.6
Finance, property and business services	147.2	148.8	149.2	149.2	136.6	138.0	138.3	138.3	139.4	139.9	140.1	140.1
Community services	142.8	143.1	143.1	143.7	141.9	142.6	143.1	143.1	142.2	142.4	142.9	142.9
All industries(b)	146.0	147.7	147.8	148.1	142.9	145.1	145.4	145.4	143.2	144.5	144.8	144.8
<b>PERSONS</b>												
Mining	138.4	140.5	140.5	140.8	135.1	135.2	135.2	135.2	139.0	139.0	139.0	139.0
Manufacturing	145.6	148.7	148.7	148.7	141.6	144.2	144.2	144.2	146.6	148.6	148.6	148.6
Food, beverages and tobacco	146.2	149.2	149.2	149.2	138.1	140.9	140.9	140.9	142.1	145.3	145.3	145.3
Textiles; Clothing and footwear	156.3	160.6	160.6	160.6	157.7	162.2	162.2	162.2	151.2	154.5	154.5	154.5
Chemicals, petroleum, coal	152.2	158.1	158.1	158.1	136.1	136.4	136.4	136.4	139.7	139.8	139.8	139.8
Metal products, machinery and equipment	143.4	146.4	146.5	146.5	144.4	145.1	145.1	145.1	143.3	144.1	144.1	144.1
Basic metal products	145.1	148.1	148.1	148.1	145.3	145.3	145.3	145.3	143.2	143.4	143.4	143.4
Fabricated metal products; Other machinery and equipment	146.2	151.3	151.4	151.4	145.9	147.4	147.4	147.4	135.7	137.9	137.9	137.9
Transport equipment	140.8	142.6	142.6	142.6	138.6	138.9	138.9	138.9	148.9	153.8	153.8	153.8
Other manufacturing(a)	147.8	151.2	151.2	151.2	140.9	144.4	144.4	144.4	156.8	160.0	160.0	160.0
Construction	140.7	145.3	145.3	146.1	140.0	141.7	141.7	141.7	141.5	142.9	142.9	142.9
Wholesale and retail trade	153.0	156.2	156.2	156.2	146.4	149.7	149.7	149.7	142.3	145.2	145.2	145.2
Wholesale trade	149.0	151.5	151.5	151.5	143.5	146.0	146.0	146.0	139.9	142.3	142.3	142.3
Retail trade	155.9	159.7	159.7	159.7	147.7	151.3	151.3	151.3	143.4	146.6	146.6	146.6
Transport and storage	140.8	142.0	142.0	142.1	139.6	140.5	140.5	140.5	139.1	140.2	140.2	140.2
Finance, property and business services	143.2	144.2	144.5	144.6	135.6	136.8	137.0	137.0	137.4	137.8	137.9	137.9
Community services	142.4	142.7	142.7	143.3	141.3	141.8	142.2	142.2	140.7	141.4	141.7	141.7
All industries(b)	143.8	145.7	145.7	146.0	140.1	142.0	142.3	142.3	141.8	142.9	143.2	143.2

For footnotes see end of table.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry	NT				ACT				Aust.			
	1993		1994		1993		1994		1993		1994	
	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.	Nov.	Sept.	Oct.	Nov.
<b>MALES</b>												
Mining	138.5	138.6	138.6	141.3	..	..	..	..	142.5	143.0	143.1	143.1
Manufacturing	143.0	146.5	146.5	146.5	138.8	140.9	140.9	140.9	143.0	145.5	145.5	145.5
Food, beverages and tobacco	154.0	161.2	161.2	161.2	145.7	148.8	148.8	148.8	141.2	143.6	143.6	143.6
Textiles; Clothing and footwear	..	..	..	..	..	..	..	..	152.1	155.5	155.5	155.5
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	137.8	139.8	139.8	139.8
Metal products, machinery and equipment	138.1	139.9	139.9	139.9	138.9	140.9	140.9	140.9	142.0	144.6	144.6	144.6
Basic metal products	135.3	135.3	135.3	135.3	148.8	151.7	151.7	151.7	139.2	140.3	140.4	140.4
Fabricated metal products;												
Other machinery and equipment	142.9	147.2	147.2	147.2	138.4	140.3	140.3	140.3	143.9	148.1	148.1	148.1
Transport equipment	138.1	141.2	141.2	141.2	147.7	151.9	151.9	151.9	141.5	143.0	143.0	143.0
Other manufacturing(a)	139.7	144.8	144.8	144.8	132.7	135.3	135.3	135.3	146.1	148.9	148.9	149.0
Construction	138.0	142.5	142.5	143.0	136.5	138.9	138.9	138.9	137.6	140.0	140.0	140.1
Wholesale and retail trade	142.4	147.0	147.0	147.0	145.7	148.8	148.8	148.8	148.5	152.0	152.0	152.0
Wholesale trade	143.9	150.0	150.0	150.0	143.4	145.0	145.0	145.0	144.7	147.9	148.0	148.0
Retail trade	141.9	146.0	146.0	146.0	146.5	150.2	150.2	150.2	152.0	155.6	155.6	155.6
Transport and storage	137.3	137.6	137.6	137.6	139.6	141.7	141.7	141.7	138.9	139.8	139.8	139.8
Finance, property and business services	136.0	136.6	137.0	137.0	135.6	136.2	136.7	136.7	137.9	138.9	139.3	139.3
Community services	148.7	150.7	150.7	150.7	143.1	143.8	143.8	143.8	139.0	139.5	139.5	139.6
All industries(b)	139.4	143.2	143.2	143.4	140.1	141.9	141.9	141.9	140.7	142.4	142.5	142.5
<b>FEMALES</b>												
Manufacturing	137.4	137.8	137.8	137.8	141.9	144.1	144.1	144.1	147.2	150.7	150.7	150.7
Food, beverages and tobacco	137.4	137.8	137.8	137.8	148.6	151.7	151.7	151.7	141.9	144.6	144.6	144.6
Textiles; Clothing and footwear	..	..	..	..	154.1	158.9	158.9	158.9	153.2	156.9	156.9	156.9
Metal products, machinery and equipment	..	..	..	..	147.5	150.0	150.0	150.0	145.4	149.6	149.6	149.6
Other manufacturing(a)	..	..	..	..	153.8	157.4	157.4	157.4	148.9	152.2	152.2	152.2
Wholesale and retail trade	149.8	155.8	155.8	156.5	145.1	148.0	148.0	148.0	148.7	152.0	152.0	152.1
Wholesale trade	150.6	157.4	157.4	158.2	147.1	149.8	149.8	149.8	146.5	149.7	149.7	149.7
Retail trade	149.4	155.0	155.0	155.5	144.8	147.7	147.7	147.7	149.9	153.3	153.3	153.3
Transport and storage	146.2	147.7	147.7	148.2	144.3	145.2	145.2	145.2	139.4	141.2	141.4	141.4
Finance, property and business services	142.6	145.2	145.6	145.9	139.9	140.1	140.3	140.3	141.5	143.1	143.4	143.4
Community services	146.8	151.0	151.0	151.0	141.2	141.5	141.9	141.9	142.7	143.4	143.6	143.6
All industries(b)	144.0	148.5	148.5	148.7	141.4	142.8	142.9	142.9	143.7	145.7	145.8	145.8
<b>PERSONS</b>												
Mining	138.8	138.8	138.8	141.5	..	..	..	..	142.5	143.0	143.1	143.1
Manufacturing	142.2	145.3	145.3	145.3	139.4	141.6	141.6	141.6	143.9	146.7	146.7	146.7
Food, beverages and tobacco	148.3	153.1	153.1	153.1	147.7	150.8	150.8	150.8	141.3	143.8	143.8	143.8
Textiles; Clothing and footwear	..	..	..	..	154.1	158.9	158.9	158.9	152.9	156.5	156.5	156.5
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	139.5	141.7	141.7	141.7
Metal products, machinery and equipment	138.1	139.9	139.9	139.9	139.6	141.7	141.7	141.7	142.5	145.3	145.3	145.3
Basic metal products	135.3	135.3	135.3	135.3	148.8	151.7	151.7	151.7	139.3	140.4	140.5	140.5
Fabricated metal products;												
Other machinery and equipment	142.9	147.2	147.2	147.2	139.2	141.2	141.2	141.2	144.2	148.4	148.5	148.5
Transport equipment	138.1	141.2	141.2	141.2	147.7	151.9	151.9	151.9	142.2	144.0	144.0	144.0
Other manufacturing(a)	139.7	144.8	144.8	144.8	135.5	138.3	138.3	138.3	146.6	149.5	149.5	149.5
Construction	138.5	142.9	142.9	143.4	136.5	138.8	138.8	138.8	137.9	140.3	140.3	140.4
Wholesale and retail trade	145.2	150.3	150.3	150.6	145.5	148.5	148.5	148.5	148.6	152.0	152.0	152.0
Wholesale trade	146.8	153.2	153.2	153.6	144.1	145.9	145.9	145.9	145.2	148.4	148.4	148.4
Retail trade	144.5	149.1	149.1	149.3	145.9	149.3	149.3	149.3	151.2	154.7	154.7	154.7
Transport and storage	139.0	139.6	139.6	139.7	140.2	142.1	142.1	142.1	139.0	140.0	140.0	140.0
Finance, property and business services	139.1	140.7	141.1	141.3	138.2	138.6	139.0	139.0	139.6	140.9	141.3	141.3
Community services	147.5	150.9	150.9	150.9	142.2	142.7	142.9	142.9	141.0	141.6	141.7	141.8
All industries(b)	141.1	145.1	145.2	145.4	140.6	142.2	142.3	142.3	141.6	143.4	143.5	143.5

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.



## EXPLANATORY NOTES

### Introduction

This publication contains indexes for weekly and hourly award rates of pay for full-time adult wage and salary earners. These indexes have been compiled on a monthly basis since the base month of June 1985.

2. The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Producer and Foreign Trade price indexes. It is based on a representative 'basket' of award classifications. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general trends in award rates of pay over time. They do not measure relative levels of average award rates of pay between States, industries, awards and occupations.

3. All award rates of pay series are expressed as index numbers with a reference base of June 1985 = 100.0. The base for the new series of June 1985 was determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985.

4. The December 1987 issue of this publication contains the first release of these series. That issue provides a large number of series covering the period from June 1985, as well as four appendixes containing:

- distribution of the weights used to construct the indexes;
- weighted average minimum standard hours at the base period;
- weighted average minimum award rates of pay at the base period; and
- factors for linking the current and previous series.

5. These series replace an earlier series which covered the period June 1976 to November 1987. For more information regarding the methodological and conceptual differences between the previous series and the current series, refer to *Information Paper : Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

### Scope and coverage

6. The award rates of pay for full-time adult employees, which are normally varied in accordance with awards, determinations or registered collective agreements, have been selected in the indexes. As at June 1985, the indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3 per cent of full-time adult employees were covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a Federal or State wage fixing authority). For statistical purposes these have been considered to be similar to awards. The rates prescribed in the more important of these, such as the collective agreement between the State Transport

Authority of Victoria and some of its employees, have been included in the indexes.

7. Rates of pay applicable to approximately 16 per cent of full-time adult employees (as at June 1985) who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered agreement.

### Collection of award information

8. Information on award rates of pay for selected classifications is obtained from a variety of sources. The primary updating sources are advices of award variations determined or authorised by industrial tribunals. A number of secondary sources are also used including the Employers' Federation of N.S.W. and the Victorian Employers' Federation. Information obtained by these means is used to update award rates of pay for each selected classification on a monthly basis and used for the compilation of the monthly indexes. In recent times, the flow of variation advices from these sources has slowed to the extent that only small movements are reflected in the indexes.

### Design of the indexes

#### *Selection of the classifications*

9. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, the award under which they are covered and their award classification.

10. This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

11. A sample of approximately 700 awards and 5,500 award classifications has been selected for inclusion in the indexes.

#### *Compilation*

12. Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

#### *Weighting*

13. The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the indexes is shown in Appendix A of the December 1987 issue of this publication.

14. Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated employment coverage of each award. All 200 major awards have been included in the indexes, while only a sample of approximately 500 minor awards have been included. For classifications selected within major awards, the employment benchmarks have been inflated in the indexes to account for the total employment within the award. For classifications selected within minor awards, employment benchmarks have been inflated in the indexes to account for the total employment coverage of all minor awards.

#### *Limitations of weighting*

15. The indexes are fixed weight indexes. The weights of the indexes need to be reviewed periodically because of the problems inherent with having fixed weight indexes. In particular, the indexes are not responsive to changes in the structure and coverage of awards, and are likely to become less representative and therefore less reliable over time. An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the indexes means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old weighting structure must be used.

#### **Enterprise Bargaining**

16. Payments and conditions of employment specified under formalised enterprise bargaining awards and agreements established since October 1991 are generally excluded from the compilation of these indexes. Awards included in the index are a large sample of the awards in existence in May 1985. Thus, the indexes exclude any awards coming into effect since that time, except where an old award has been completely superseded by a new award or agreement. Similarly, as at 1 March 1993 all Victorian State awards ceased to exist and changes from this source will not be reflected in the indexes unless an expired award is superseded by a new award.

17. The above treatment of enterprise bargaining is also a limitation of the fixed weighting of the index as any new awards used in the index will assume the weights applied to the old award it replaces. Where any award in the sample includes some employees involved in the enterprise bargaining process, any increase in rates in that award approved by a Federal or State industrial tribunal will be applied according to the total employment recorded for that award in May 1985.

18. The \$8 "safety net" pay rises resulting from the October 1993 Review of Wage Fixing Principles and subsequent decisions will be reflected in the Award Rates of Pay Indexes for ALL employees covered by awards whose application for a wage rise is ratified by the appropriate State or Federal arbitral authorities. This includes all employees formerly covered by Victorian State awards as well as all employees covered by awards but involved in the enterprise bargaining process. The current index methodology does not allow these employees to be excluded. Consequently these awards will

be varied using the existing weights i.e. total employment levels as at May 1985.

#### **Revision of the indexes**

19. In some cases, when awards etc. are varied, the new award rates are made retrospective. In addition there is sometimes a considerable delay in the receipt of notification of changes in award rates in respect of the classification included in the indexes. Because of these factors the figures in this publication are subject to revision. Revisions for States, industries and occupations are included in this publication. Revised figures for each industry and occupation group in each State are available on request.

#### **Definitions**

20. The *award rates of pay* used in the compilation of the indexes :

##### *Include*

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance); and
- (ii) supplementary payments when they are specified within the award.

##### *Exclude*

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement; and
- (iii) payments negotiated under formalised enterprise bargaining awards and agreements that were established since October 1991. See paragraph 16 of the Explanatory Notes.

21. The *weekly award rates of pay series* for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

22. The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

23. Estimates of *standard weekly hours of work* previously included as an appendix to the June and December issues of this publication can now be obtained on request via a special data service. Inquiries should be made to Bruce McClelland on (06) 252 6581. These estimates apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.

24. Estimates of the *weighted average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C of the December 1987 issue of this publication.

#### Reliability of indexes

25. Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

26. Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns; and in relating the figures to comparable statistics, these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, non-sampling error may occur in the survey where employers are uncertain of the precise awards and classifications which cover their employees.

#### Comparability of results

27. For an explanation of the comparability of results between the Award Rates of Pay Indexes (ARPI) and Average Weekly Ordinary Time Earnings see the November 1993 issue of this publication.

#### Classification of industry and occupation

28. Industry is classified according to the *Australian Standard Industrial Classification (ASIC)*, 1983 (1201.0). Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO)* (1222.0).

#### Related publications

29. For details of previously published indexes reference should be made to previous issues of this publication and the following publications:

For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)

For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)

For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)

For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)

For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0).

30. Users may also be interested in the following publications:

*Information Paper: Award Rates of Pay Indexes* (6343.0)

*Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) and final publication *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0) — annual

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly

*Average Weekly Earnings, Australia, 1941-1990* (6350.0)

*Award Coverage, Australia, May 1990* (6315.0)

*Industrial Disputes, Australia* (6321.0) — issued monthly

*Industrial Disputes, Australia* (6322.0) — discontinued

*Trade Union Statistics, Australia* (6323.0) — issued annually

*Labour Costs, Australia* (6348.0) — issued biennially

*Labour Statistics, Australia* (6101.0) — annual

*Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage*

Users interested in obtaining information about statistics previously available from discontinued publications should call ABS Client Services on:

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31. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue of Publications and the Publications Advice are available from any ABS office.

#### Unpublished statistics

32. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries for unpublished statistics related to this publication should be made to Bruce McClelland on (06) 252 6581, or to Information Services in the nearest ABS office.

#### Symbols and other usages

... not applicable

33. As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in Tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

#### Forthcoming issues

34. The following table shows the dates on which the *Award Rates of Pay Indexes, Australia* (6312.0) publication is expected to be released.

Issue		Expected Release Date
1994	December	10 February 1995
1995	January	10 March 1995
	February	13 April 1995
	March	12 May 1995



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